



VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES AGENDA

MEETING DATE: MARCH 23, 2021

AGENDA ITEM SECTION: MATTERS REQUIRING ACTION

AGENDA ITEM NO. : 2

AGENDA ITEM: CONSIDER A RESOLUTION TO RATIFY AND ADOPT THE REPORT OF THE DOBBS FERRY POLICE REFORM TASK FORCE

ITEM BACKUP DOCUMENTATION:

1. DRAFT RESOLUTION TO RATIFY AND ADOPT THE REPORT OF THE DOBBS FERRY POLICE REFORM TASK FORCE
2. E-MAIL DATED MARCH 17, 2021 FROM MR. STU HACKEL TO MAYOR VINCENT ROSSILLO AND THE POLICE REFORM TASK FORCE
3. VILLAGE OF DOBBS FERRY POLICE REFORM AND REINVENTION COLLABORATIVE – RECOMMENDATIONS DEVELOPED PURSUANT TO EXECUTIVE ORDER 203: DRAFT – MARCH 17, 2021
4. NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

**RESOLUTION TO AUTHORIZE MAYOR TO EXECUTE CERTIFICATION
AND FORWARD POLICE REFORM PLAN**

WHEREAS, in accordance with Executive Order 203 issued by Governor Cuomo on June 12, 2020, the Village of Dobbs Ferry engaged in a lengthy collaborative process leading to the preparation of a draft Police Reform and Reinvention Plan which has been made available for public comment; and

WHEREAS, at a meeting on March 23, 2021, the Village Board of Trustees accepted the draft plan for review, considered all comments submitted on such draft and is prepared to proceed to adoption and authorize the necessary certification as required by Executive Order 203.

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees hereby adopts the Dobbs Ferry Police Reform and Reinvention Plan and authorizes the Mayor to execute the mandatory certification and forward same along with the Plan to Director of New York State Division of Budget in accordance with Executive Order 203.

From: Stu Hackel <stuhackel@yahoo.com>

Sent: Wednesday, March 17, 2021 10:56 AM

To: Police Reform Task Force <policereformtaskforce@dobbsferry.com>; Vincent Rossillo <MayorRossillo@dobbsferry.com>

Cc: Village Administrator <villageadministrator@dobbsferry.com>; Alissa Fasman <afasman@dobbsferry.com>

Subject: Re: Final Report

[EXTERNAL] This email is from outside the Village of Dobbs Ferry - Please use caution when opening links and attachments!

Hello all,

First, thank you Richard for preparing the final version. It's a fine job of very quickly assembling the various pieces, adding needed information and providing an overall feel of professionalism.

At the mayor's request, I am submitting the following comments, suggestions and ideas about the final report. Some of them speak to a "too general" nature of the recommendations coming out of the subcommittee on which I sat where being a bit more specific and committed would make the report more accurate and firm.

1) Although I took the lead in writing our report, I am not the chair of the Training, Recruitment and Qualifications subcommittee. Elizabeth Mendez is the chair. Kindly correct this on page 16.

2) I would like to see a bit more specificity in Recommendation 16. The current version reads, "Consider FBI training for all senior officers." My guess is that the FBI has all sorts of training available, but here, we are referring to a specific sort of training we judged would be helpful to our department. It would be helpful to readers if the report reflected that, so it could read instead, "Consider FBI-LEEDA leadership training for all second and third line supervisory officers."

3) Similarly in Recommendation 18, our original subcommittee recommendation was that the Chief be tasked with leading a review of hiring policies submitted to the Board of Trustees with an eye to improving diversity, and specific recommendations would come out of this review. This would be an improvement, I believe, over the current version, "Encourage hiring of minority officers...." The subcommittee member who proposed this recommendation made the point that it is standard in industry for the chief officer to lead such diversity reviews and those corporations that undertake them make that chief responsible and accountable for the review and its results. I think we know from his actions that our chief is already committed to increasing the PD's diversity so a strengthened recommendation would not be suggesting anything antithetical to the department's current direction.

I note a similar recommendation from the Policies and Procedures subcommittee in their report (Recommendation 8 on page 9 of the final report) and adapting from the language they use ("the DFPD should make a concerted effort...." as opposed to we "encourage" the DFPD to hire) provides a good alternative to communicate our collective stronger desire on addressing this subject.

3) I believe we should add in Recommendation 12 that the reconvened Task Force prepare a report on it's follow-up findings and submit it to the Board of Trustees and be made public. Although this is not listed as a TRQ subcommittee recommendation, we did discuss it and make a similar recommendation (which the Task Force discussed on Monday).

4) I am uncertain why Recommendation 20 is under the TRQ subcommittee. It was nothing we ever discussed. I'd suggest it belongs elsewhere.

5) We did not get to discuss this on Monday, but I would like to see us add (perhaps in Recommendation 16 as it already discusses our training recommendations) that DFPD apply for ABLE Training, which was a recommendation that the County Task Force requested of all Westchester municipalities. This training -- which is free -- provides police officers with the skills needed to prevent other officers from committing abuses, to intervene to prevent peer misconduct. For example, in the George Floyd killing, other officers stood by and did not even verbally discourage (much less physically intervene) the officer who had his knee on Mr. Floyd's neck. This is a program that helps police prevent certain instances of misconduct by other police officers and had head off potentially tragic episodes before they occur. You can read more on this in the TRQ subcommittee report beginning on page 23 of the final report.

6) Similarly, I would like to see us add to Recommendation 16 that a) the DFPD look into "verbal judo" training if it is not offered by the County Academy as another potential de-escalation strategy and, b) consistent with the Chief's recognition that modern policing is no longer effective when following older military models, that our department prohibit its officers from enrolling or taking "warrior" training. You can find these subjects discussed in the TRQ subcommittee report on pages 21 and 22 of the final report.

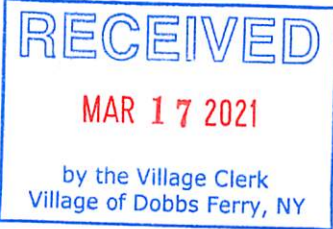
Thanks very much. And also thanks to the Chief and all those who worked to increase the DFPD training budget going forward.

Stu Hackel

On Tuesday, March 16, 2021, 06:55:04 PM EDT, Vincent Rossillo <mayorrossillo@dobbsferry.com> wrote:

Attached is the final report. Please review and forward any comments, suggestions or ideas to the entire Task Force with a copy to the Interim Village Administrator. I'd like to thank everyone for the time and effort that was spent on this project. Last night was very productive and I appreciate everyone's input so that we reached a consensus. Thanks again.

Vincent Rossillo
Mayor
Village of Dobbs Ferry
mayorrossillo@dobbsferry.com



THE VILLAGE OF
DOBBS FERRY
NEW YORK

**VILLAGE OF DOBBS FERRY
POLICE REFORM AND REINVENTION
COLLABORATIVE**

**RECOMMENDATIONS DEVELOPED PURSUANT TO
EXECUTIVE ORDER 203**

DRAFT

March 17, 2021

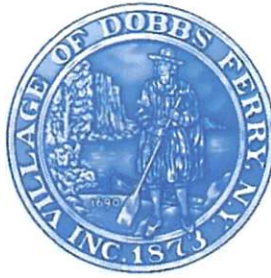


Table of Contents

| | |
|---|----------|
| Background and Process | 1 |
| Police Reform and Reinvention Process | 1 |
| Dobbs Ferry Police Department | 2 |
| Public Input and Community Survey | 2 |
| Report Conclusions and Recommendations | 4 |
| Policies and Procedures..... | 4 |
| Community Engagement, Accountability, Transparency..... | 4 |
| Equipment and Technology..... | 5 |
| Qualifications, Recruitment and Training..... | 5 |
| Appendices | 6 |
| Appendix A: Police Reform and Reinvention Task Force Members..... | 7 |
| Appendix B: Recommendations of the Task Force Subcommittees... .. | 8 |
| Policies and Procedures..... | 8 |
| Community Engagement, Accountability, Transparency | 10 |
| Equipment and Technology | 14 |
| Qualifications, Recruitment and Training..... | 16 |
| Appendix C: Community Survey on Dobbs Ferry Police: Key Findings and Recommendations | 34 |
| Appendix D: Community Survey on Dobbs Ferry Police: Questionnaire (English and Spanish) | 39 |
| Appendix E: Community Survey on Dobbs Ferry Police: Survey Results | 66 |

Background and Process

In response to the Governor's Executive Order 203, the Mayor of Dobbs Ferry, in coordination with other members of the Village Board, formed the Police Reform and Reinvention Task Force ("PRRT"). The members of the PRRT were chosen to represent a wide array of constituents across the Village, including representations from clergy, merchants, schools, residents, and police officers. A list of the members and their affiliations are attached hereto as **Appendix A**.

The initial meeting of the PRRT was held on December 2, 2020. Members of the Task Force as well as representatives of the Dobbs Ferry Police Department were introduced. At this meeting the Task Force Chair, Mayor Vincent Rossillo, reviewed the Governor's Executive Order and discussed the purpose and objectives of the Taskforce. The Police Chief discussed some of the policies, programming and initiatives in place in the Department as well as some plans and opportunities moving forward. At that time, subcommittees were established for further focused study as follows:

- Policies and Procedures
- Community Engagement, Accountability and Transparency
- Equipment and Technology
- Qualifications, Recruitment and Training

The subcommittees were charged to study their areas and return recommendations to the Task Force for consideration.

Subsequent meetings of the PRRT were held on January 7, 2021 and January 28, 2021. A public forum with residents was held on February 25, 2021. The final meeting of the Task Force took place on March 15, 2021.

The Task Force issued a community survey which contained 34 questions which sought community input on police relations, as well as individual experience and perspectives on the Dobbs Ferry Police Force. The survey was made available online as well as at several locations in the Village. It was widely received by the community and elicited 744 responses. The survey results were discussed at an open meeting of the PRRT which was held on February 25, 2021, and the public participated and was able to submit comments and questions.

At the PRRT meeting on March 15, findings and recommendations of the subcommittees were discussed and a consensus was sought on those to be included in the draft report to be submitted to the Board of Trustees for consideration and adoption. Each subcommittee met several times, and concentrated on their particular charge in order to ultimately make recommendations to the full Task Force. The findings and recommendations of each subcommittee are attached hereto as **Appendix B**.

Dobbs Ferry Police Department

The Village of Dobbs Ferry Police Department is a full service agency comprised of 27 Police Officers who patrol an approximate 2.4 square mile village of 11,027 residents. The police department operates on a 24-hour, seven-day-week basis, and since 2015 through 2020 has averaged just under 13,000 documented calls for service per year. These calls for service include traffic stops, auto accidents, crimes in progress, street conditions, noise complaints, and domestics to name a few.

Effective July 11, 2019, each law enforcement agency became responsible for reporting information on their own officers who were involved in a use-of-force incident as outlined by Executive Law 845-t. Prior to this directive, Dobbs Ferry Police Officers documented all instances of use of force within the complaint report narrative. Since the implementation of Executive Law 845-t in 2019, this agency had three instances of use of force during the calendar year. In 2020, there were four instances.

Since 1994, the Dobbs Ferry Police Department has been continuously accredited by the New York State Division of Criminal Justice Services (DCJS). According to the New York State website, “accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance. It provides formal recognition that an organization meets or exceeds general expectations of quality in the field. Accreditation acknowledges the implementation of policies that are conceptually sound and operationally effective.

To obtain accreditation, there are 110 standards which must be met. Of over 500 police agencies within New York State, approximately 160 agencies have achieved accredited status with New York State.

New York State Accreditation requires that each officer receives a minimum of 21 hours of training each year including Article 35/Use of Force, firearms qualifications and legal updates. For an agency of our size, this would amount to approximately 567 hours of annual departmental training. Since 2015, the Dobbs Ferry Police Department has averaged annually approximately 2858 hours of departmental training beyond that which is required by New York State.

In addition to the basic training all police officers undergo at the Westchester County Police Academy, Dobbs Ferry Police Officers have participated in additional training opportunities: criminal investigation, interview and interrogation, CPR/First Aid, active shooter, Procedural Justice, Anti-Bias, domestic violence lethality assessment, de-escalation, radar/lidar, and leadership training hosted by FBI-LEEDA.

Public Input and Survey Results

The Task Force benefited from significant public input in the process, most notably from the response to an extensive survey widely circulated to the Dobbs Ferry community. The Dobbs Ferry Police Community Survey was made available for public input from February 2nd through

February 19th, 2021. It was administered online and through paper forms that were distributed at key community centers. A total of 744 community members responded, which is a very high response rate. The survey provided an opportunity for public participation, in seeking answers to the direct questions posed therein, but also generated approximately 300 written responses and suggestions which were also considered and incorporated in the subcommittee discussions.

Summary of survey findings:

Overall, in the aggregate, the survey data shows that a majority of Dobbs Ferry residents are satisfied with the Dobbs Ferry Police Department even though significant numbers of community members lack information about and contact with police. This could be related to the fact that 71% of the survey respondents had no contact with the Dobbs Ferry Police in the last 12 months.

All major constituencies are represented in the survey sample; however, disproportionately more White and older people responded to the survey as compared to the Dobbs Ferry population. Once the data is disaggregated by gender, age, and race/ethnicity, it becomes clear that there are significant differences in how different constituencies experience the Dobbs Ferry Police. The specific differences are summarized in the Key Findings (**Appendix C**) and can be seen in fuller detail in the charts provided for each question (**Appendix E**). In short, the data shows that:

- Men are more satisfied than women
- Older people (aged 55+ years) are significantly more satisfied than young people (ages 18-34 years)
- White respondents are significantly more satisfied than Black, Hispanic, Two+ Races and Asian respondents.

The seven key findings from the survey analysis conducted by the Community Engagement, Transparency, and Accountability subcommittee along with corresponding recommendations are detailed in **Appendix C** of this report. The survey questionnaire is attached in **Appendix D** and the results are attached as **Appendix E**.

At the conclusion of the survey, the public also had an opportunity to participate at a public forum hosted by the PRRT to discuss and comment on the results of the survey and provide additional feedback to the Task Force. The information gathered at the public forum also contributed to the key findings and recommendations of the Task Force.

The Governor of New York called for each community to undertake a review of police-community relations in response to the national concern over racial justice. While survey findings indicate broad satisfaction with the Dobbs Ferry Police, and there are no reports of wanton police violence against community residents of the sort we have witnessed elsewhere in the country, it is clear that not all community members experience the police equally, and that there are significant disparities in trust, engagement, communication and understanding across age, race and in some cases gender. These disparities are concerning because the police are expected to treat everyone fairly and equally, and develop relationships of trust and confidence across the entire community. Survey findings demonstrate the need for deep introspection among

the community and police to examine the Dobbs Ferry Police composition, beliefs, policies, training, actions, budget priorities, transparency and accountability.

Report Conclusions and Recommendations

As described above, the PRRT and its subcommittees spent the last several months in discussions, meetings and in smaller group meetings considering the charge of Executive Order 203, the status of the Dobbs Ferry Police Department, its processes and future, as well as public perception, concern and those areas of general approval. Following consideration of the subcommittees' individual recommendations and conclusions, the PRRT as a whole approved its final report recommendations and conclusions to be submitted to the Board of Trustees. For detailed findings, please refer to subcommittee reports in **Appendix B**.

Recommendations

Policies and Procedures

- 1) Mandate continuing accreditation by the New York State Department of Criminal Justice Services.
- 2) The Police Department should seek accreditation by the Commission for Accreditation of Law Enforcement Agencies (CALEA). The accreditation by this national organization would add another ongoing layer of review of training and procedures. This additional layer will help the police department focus on issues that the NYS Department of Criminal Justice Services may not review as closely.
- 3) The Chief of Police should notify the Mayor and Village Administrator whenever a firearm has been discharged involving a person.
- 4) Police Department to advise Board of Trustees on an annual basis of civilian complaints and the outcome of investigations.
- 5) Police Department to regularly review and update police manual to ensure same is current and reflective of modern technology, means and methods.

Community Engagement, Accountability, Transparency

- 6) Increase foot and bicycle patrols. Enhance public engagement through positive direct interactions with citizenry outside of patrol vehicles.
- 7) Simplify and promote methods to contact the police department, including through social media, email and via the website. Facilitate access to all emergency services through emergency and non-emergency contacts.
- 8) Police Department to continue to survey the public regarding issues and concerns, and provide avenues for additional conversation including providing a suggestion box.
- 9) Police Department to regularly post information detailing incidents and policies with respect to use of force, community member complaints, police incidents and other publicly available law enforcement data with demographic data where available.

- 10) Create digital and printed forms for individuals to submit officer commendations and complaints.
- 11) Investigate the engagement of mental health professionals for use in police matters where appropriate. The Police Department should assign a liaison to Westchester County's Dept. of Social Services and Adult Protective Services to better facilitate contact with professionals who can assist people who are dealing with homelessness, mental illness or are victims of domestic violence. Consider reaching out to non-profit community institutions for assistance or participation.
- 12) Improve community relations and outreach with under-represented groups.
- 13) Subcommittee to reconvene in six to nine months to follow up on recommendations, and review progress and results.

Equipment and Technology

- 13) Implement body-camera program for all officers.
- 14) Review existing dashboard cameras to ensure that current program provides most updated technology. Upgrade where necessary.
- 15) Subcommittee to reconvene annually to assess technology.

Qualifications, Recruitment and Training

- 16) Increase funding in police department budget for officer training in anti-bias/diversity issues, among other areas, with training to be localized and in collaboration with surrounding communities where possible. Consider FBI training for all senior officers.
- 17) Assign a police liaison specifically charged with review of hate crimes where alleged and to be the immediate point of contact in such matters.
- 18) Encourage hiring of minority police officers and encourage Westchester County Civil Service to consider broadening candidate pool. Village policies on hiring of reinstated officers to be reviewed.
- 19) Police Department to establish liaison with County of Westchester Protective Services Department to institute wellness program and review for police personnel.

Conclusion

Consistent with the findings of the Task Force survey, the Task Force found a broad level of satisfaction in the community with the Dobbs Ferry Police Department. That said, the Task Force identified several areas where improved technology, training, and communication are recommended in order to improve the level and sense of service and safety both for those who indicated satisfaction and also those who seek improved relations with the police department.

Through the process of community engagement and the consideration and implementation of Task Force recommendations, the Task Force is optimistic that substantial progress can be made in establishing an even better relationship between the Dobbs Ferry Police Department and all who they serve.

APPENDICES

Appendix A: Police Reform and Reinvention Task Force Members

Appendix B: Recommendations of the Task Force Subcommittees

- Policies and Procedures
- Community Engagement, Accountability and Transparency,
- Equipment and Technology
- Qualifications, Recruitment and Training

Appendix C: Community Survey on Dobbs Ferry Police Department: Key Findings and Recommendations

Appendix D: Community Survey Responses

Appendix E: Community Survey Questionnaire

APPENDIX A

Police Reform and Reinvention Task Force Members

Public Officials

Vincent Rossillo, Mayor, Chair of the PRRT

Donna Cassell, Trustee

Nicole Sullivan, Trustee

Michael Patino, Trustee

Maura Daroczy, Trustee

Christy Knell, Trustee

Richard Leins, Interim Village Administrator

Dobbs Ferry Police Department

Manuel R. Guevara, Chief of Police

Robert Mazzei, Lieutenant

Justin Kamke, Sergeant/Police Benevolent Association (PBA) President

Jeffrey Jee, Detective

School/ Religious Institutions

Dr. Lisa Brady, Superintendent of the Dobbs Ferry School District

Jeremy Kohomban, CEO, Children's Village

Raschaad Hoggard, Assistant Executive Director, St Christopher's School

Jay Stein, Rabbi, Greenburgh Hebrew Center

Residents of Dobbs Ferry

Stu Hackel

Aisha Williams

Elizabeth Mendez

Tiffany Gordon

Sal Jallow

Rakesh Rajani

District Attorney's Office/Defense Representation

Christine Cervasio, Office of the District Attorney, Greenburgh Branch Chief

Alisa Strauss, Public Defender

APPENDIX B

RECOMMENDATIONS OF POLICE REFORM AND REINVENTION TASK FORCE SUBCOMMITTEES:

- Policies and Procedures
 - Community Engagement, Accountability and Transparency,
 - Equipment and Technology
 - Qualifications, Recruitment and Training
-

RECOMMENDATIONS OF THE POLICIES AND PROCEDURES SUBCOMMITTEE

Committee members: Alisa Strauss (Chair), Mayor Vincent Rossillo, Chief Manuel Guevara, Christine Cervasio, Trustee Donna Cassell, Trustee Michael Patino, Trustee Nicole Sullivan

The Policies & Procedures subcommittee met three times. In addition to reviewing the Dobbs Ferry Police Manual, one of our members interviewed a number of people who had been arrested by the Dobbs Ferry Police Department (DFPD).

The subcommittee notes that the DFPD is accredited by the NYS Division of Criminal Justice Services. As a result of that accreditation, the policies and procedures of the DFPD are reviewed and updated on a regular basis. The consistent review of the policies and procedures ensure that the DFPD manual is in accordance with accepted police practices.

The subcommittee makes the following recommendations:

- 1) The Village should mandate continuing accreditation by the NYS Division of CJS.
- 2) The DFPD should seek accreditation by the Commission for Accreditation of Law Enforcement Agencies (CALEA). The accreditation by this national organization would add another ongoing layer of review of training and procedures. This additional layer will help the DFPD focus on issues that the NYS Division of CJS may not review as closely.
- 3) The process of the ongoing training of officers must be strengthened and monitored on a regular basis. The type of training that is currently happening must be expanded to different types of programs. At the minimum, all employees of the DFPD, should be mandated to complete implicit bias training on a regular basis. De-escalation, peer review of errors, mental health issues, use of force are all areas that the DFPD should be trained in regularly.
- 4) The use of body cams should also be mandated for all officers. While the cost and maintenance of this equipment and archiving of the information is high and time consuming, we believe that the benefits outweigh the cost. We acknowledge that some questions may exist as to whether the behavior of police officers change as a result of the

cameras, we believe that there is value in having a recording of the interaction of officers with the public.

- 5) Acknowledging that officers are under tremendous stress, we also recommend that a wellness program be created. Officers will be encouraged to seek guidance on issues that they face.
- 6) The Chief of the DFPD should notify the Mayor and Village Administrator whenever a firearm has been discharged involving a person (as opposed to an animal).
- 7) The DFPD should create a relationship with the Westchester County's Dept. of Social Services and Adult Protective Services. It would be a good idea to have a liaison with someone in those agencies, so that the DFPD can contact the proper person to address people who are dealing with homelessness, mental illness or are victims of domestic violence.
- 8) Recognizing that the ability to hire an officer is restricted by the Civil Service Laws, the DFPD should make a concerted effort to hire a person of color. It is important that in our community which contains a college and a number of residential treatment facilities, that we have a police force that is more diverse.
- 9) A procedure should be put into place wherein the Board of Trustees is advised yearly of civilian complaints and the outcome of those investigations.
- 10) All officers with the rank of Lieutenant or above should be encouraged to participate in the FBI Training Program.

RECOMMENDATIONS OF THE COMMUNITY ENGAGEMENT, TRANSPARENCY AND ACCOUNTABILITY SUBCOMMITTEE

Committee members: Aisha Williams (Chair), Trustee Christy Knell, Dr. Lisa Brady, Raschaad Hoggard, Sgt. Justin Kamke, Rakesh Rajani

Goal: Increase Community Outreach

As a service-oriented department, the Dobbs Ferry Police Department has a long history of strong relationships with the community it serves. The DFPD demonstrates its presence in the community and its commitment to residents through programs and events including:

- Presentations on safety to Springhurst Elementary School students (pedestrian crossing, bicycle safety, stranger awareness, 911 education)
- Seminars for senior citizens regarding scams, fall prevention, etc
- Presentations to college students regarding on- and off-campus safety, drug and alcohol prevention
- D.A.R.E. program (Drug Awareness Resistance Education)
- Child safety seat check-up events for the general public
- High school programs including distracted driving, Westchester Youth Police Academy (high school senior internship program), Career Day presentations, collaboration with DF Youth Service Council and Drug-Free Community education and awareness
- Coffee with a Cop, Cops and Cones
- Brownies and Cub Scouts Police Headquarters Tour

The DFPD has demonstrated ample work toward engaging with the Dobbs Ferry community, and the overall feedback from the Task Force's Community Survey aligned with that sentiment. However, by further breaking down the responses by specific segments of the population, the survey offers further insight into how DFPD's may improve their outreach to better engage with underrepresented groups of the Village.

Objective #1: Encourage officers to build interactions, develop relationships, and learn about community members' concerns related to public safety and quality of life issues and build more trust between the community and the police department, with particular focus on underrepresented groups.

Recommendations:

- Increase foot and bicycle patrol and spend less time in police cars. Designate walking post in business district and Village parks. Officers should be approachable and unarmed.
- Simplify and promote methods to contact police department digitally for non-emergencies, via prominent links on the Village site, Village newsletter, Facebook page, or other high traffic channels.
- Identify community group liaisons or key representatives of underrepresented groups within the community with whom officers can cultivate partnerships and work directly to build trust.

Officers should work proactively to understand and adopt more culturally appropriate practices to facilitate meaningful interactions with various community members through listening sessions and events. Offer language translations in important communications.

- Expand community engagement events to offer additional opportunities for personal, side by side interaction and dialogue with different officers, such as Community Walks, Living Room Conversations, and Precinct Picnics.

Objective #2: Increase involvement with youth and seniors to create mentorship and relationship-building opportunities.

Recommendations:

- Explore new concepts for youth programs, ie officer/youth town hall meetings, officer/youth chess club or other activities, officer/youth sports teams, officer read-alongs with schools/library.
- Enhance offerings of educational and recreational senior programs.

Objective #3: Build trust and strengthen community relations with law enforcement through community education and training programs.

Recommendations:

- Implement police-related training programs for the public, such as Citizens Academy and the Ride-Along Program, and continue to recruit for Youth Police Academy.
- Expand the officer shadowing program (officer can shadow a community member or a teacher and sit side by side with students in the classroom) to ensure opportunities are given to underrepresented community members.
- Raise awareness of pedestrian safety and strengthen relationships between residents and officers through community education programs.

Goal: Increased Transparency

All policies and procedures and the Department Manual are all available to the public through Freedom of Information Law Request.

Objective #1: Acquire and mandate the use of body-worn cameras for all patrol officers.

Objective #2: Increase channels of communication and make all policies available for public review to expand community outreach efforts, infuse community policing principles into digital outreach, and build relationships through transparency.

Recommendations:

- Publicize Department Manual by posting on the Village website.
- Police department should post daily information detailing policies on use of force, community member complaints, stops, summonses, arrests, reported crime, and other law enforcement data aggregated by demographic.
- Complement traditional community outreach with social media engagement and interactions with the public where they are already actively having conversations via Twitter, Facebook, YouTube, Instagram, Nextdoor, etc, providing a mix of both public safety news and community engagement.

Goal: Increased Accountability

Prior to the issuing of Executive Order 203, the Village of Dobbs Ferry Police already had a regular review of its policies and procedures through the New York State Accreditation Program. The Dobbs Ferry Police have been a NYS Accredited agency since 1994.

Currently, the Department has a strict code of conduct and officers are required to report immediately to their supervisors' violations of the Rules and Regulations of the Department in which they have personal knowledge. Any complaints against the Department or its members are investigated under the guidelines outlined in Department policy.

The Department does not have civilian oversight over misconduct investigations or policy reform. However, the Village Board serves as the Board of Police Commissioners. These members of the community are non-partisan and serve without compensations and can review any disciplinary charges brought against officers. The Chief of Police is also directly responsible to the Village Board.

Objective #1: Increase accountability and deterrence measures to improve community perception of and confidence in law enforcement.

Recommendations:

- Conduct annual surveys to assist with understanding the perspectives and concerns of the community and to evaluate and adjust the department's goals and initiatives.
- Create digital and written forms for individuals to submit officer commendations or complaints.
- Establish a civilian oversight body to serve as ongoing checks and balances for the department. Members should consist of individuals previously impacted by law enforcement, at least half of the members should represent the BIPOC community, and at least half of the members should represent the younger than 35 years old age group.

Additional Community Engagement Ideas

- Required minimum community service hours for officers where officers can choose activities that match their skill sets and interests, such as conduct CPR trainings, participate in community workshops, serve food at a community event).
- Police and Community Together (PACT) tools: offer informational guides related to pedestrian and traffic safety, automobile theft prevention, and how to manage common issues, such as parking tickets, traffic summons, car towings, or other common scenarios.
- Educational series for residents as a tool to advance community policing, such as opioid awareness, elderly education seminars for the elderly population and their families, and TIPS (Training for Intervention Procedures) program for local restaurants and businesses regarding responsible service, sale, and consumption of alcohol.
- Community workshops: child safety, parent-teen safe driving, bullying prevention, internet safety, women's self-defense, domestic violence.
- Educational strategies for law enforcement and youth: Policing the Teen Brain™ provides officers with strategies for interacting effectively with youth and provides youth with vital information and the support they need. Juvenile Justice Jeopardy™ is an interactive game tool to teach youth how to navigate interactions with peers and police and be aware of the consequences of arrest and court involvement.
- Policing Approach Through Health, Wellness, and Youth (PATHWAY): connect at-risk youth with social services and support groups rather than create unnecessary negative encounters with law enforcement.
- Youth art contest: winners can have lunch with officers while discussing ideas and issues that are important to them. In addition, all submissions could be displayed in the precinct or the Village.
- Officer recognition/incentives for community engagement to drive motivation. The community can have a voice in selecting the officers to receive such an award, further legitimizing the initiative.
- Mental-health crisis teams: two-person teams of paramedics / crisis workers who have significant experience in the mental health field to assist with mental-health related needs.

RECOMMENDATIONS OF THE EQUIPMENT AND TECHNOLOGY SUBCOMMITTEE

Committee Members: Rabbi Jay Stein (Chair), Trustee Nicole Sullivan, Detective Jeff Jee, Sal Jallow

While the variety of depth of equipment and technology utilized by the DFPD is vast, the one area that requires further study is the use of Body Cams, Dash Cams and Taser Cams. After study of the issue, it is the recommendation of this subcommittee that each officer be equipped with body cameras that utilize the latest technology in activation. Each patrol vehicle should continue to maintain its dash cameras. Additionally, a technology committee should review the latest advances in technology each year. The Police Department has received a quote and an initial presentation from Axon Enterprises. A technology committee would be able to assist in acquiring further quotes and determining the best company to provide the hardware, software and training.¹

“Well-led police departments shape ingrained behaviors in their officers in two ways. Specialist training in communication, self-defense and firearms is intended to increase a police officer’s capacity to make the right decisions and actions under pressure. When a police officer uses force, the situation is often tense, adrenaline is running high, and the instinctive responses of fight or flight kick in.”²

Understanding this will help us equip our police officers with the proper equipment and the requisite training to instinctively respond in the most effective and proportionate way to intervene in every circumstance.

This subcommittee undertook a full inventory of the police department’s equipment. This research included a review of the following:

1. Weapons and safeguarding thereof
 - I. Firearms
 - a. Handgun - serviced and cleaned
 - b. Rifle
 - c. Ammunition
 - d. Armory in HQ
 - II. Tasers - warranty period of 5 years better technology Cartridges
 - III. Baton
 - IV. OC (oleoresin capsicum - commonly referred to as “pepper spray”) spray - expiration date (5 years)
2. Protective gear and other apparel and identification
 - I. Bullet proof vest 7-10 years (SWAT and Patrol different)
 - II. Riot Helmet
 - III. Reflective visibility vests

¹ <https://bja.ojp.gov/sites/g/files/xyckuh186/files/bwc/pdfs/BWC-NACDL-March2017.pdf>
https://cops.usdoj.gov/html/dispatch/10-2014/body_worn_camera_program.asp
<https://www.justice.gov/iso/opa/resources/472014912134715246869.pdf>

² <https://www.policefoundation.org/body-cameras-work-just-not-in-the-way-you-think/>

- IV. Flashlight
- V. Cones
- VI. Flares
- VII. 1st aid kit
- VIII. Defibrillator
- IX. Oxygen
- X. Cleaning materials/ ppe kit
- XI. Seasonal clothing
- XII. Name and shield number, name plate
- XIII. Gender and religious specific allowances

3. Communications equipment hardware and software and misinformation

- A. To the public
- B. Internally
- I. Radio (Patrol and DPW)
 - A. Handheld and car
- II. Frequencies and range - might need regional coordination, scrambling capacity
- III. Coordination with other first responders through HQ and county wide
- IV. Cell phone - department issue
 - A. Secure usage
 - B. Budget implications
 - C. Legal ramification
 - D. App SLACK - coordinates county wide communication

4. Vehicles - regular patrol vehicles and special purpose vehicles

- A. Patrol
 - a. SUV's - retrofitted, state contract
 - b. Supervisor
 - c. Motorcycles
 - d. Boat
 - e. Maintenance - in house for all village vehicles, secure
 - f. Age of fleet (five years on average)
- B. SWAT through Greenburgh

5. Crime scene data collection apparatus including but not limited to photography, videotape, DNA collection fingerprinting

- a. Detective equipment HD camera and a DSLR
- b. Patrol camera

6. Technology to aid in detecting deception example:

- a. Speed measuring devices handheld and hardwired
 - i. Calibrated regularly
 - ii. Mobile trailer and mounted speed
 - iii. No speed cameras
 - iv. Traffic sensors
 - v. Body cameras

RECOMMENDATIONS OF THE QUALIFICATIONS, TRAINING AND RECRUITMENT SUBCOMMITTEE

Committee Members: Elizabeth Mendez (Chair), Trustee Maura Daroczy, Jeremy Kohomban, Lt Robert Mazzei, Tiffany Gordon, Stu Hackel

The statewide collaborative in which we are participating was initiated by the Governor through an Executive Order during a particularly difficult time for the United States. Precipitated by a series of deaths of Black people in encounters with law enforcement, many unarmed, and highlighted by the police killing of George Floyd in Minneapolis in May 2020 – an event that was widely seen on video in its entirety – and the massive nationwide protests that followed over the next few months, the nation began its most serious examination of racism and police-community relations it has perhaps ever undertaken, including during the 1960s.

That examination may have taken a back seat to the general election of November 2020 and the ongoing Covid-19 pandemic, but the upsurge in consciousness with regard to questions of racism and the enterprise of law enforcement has not ceased. Nor should it.

Every municipality in the state was charged with examining its police force and suggesting potential reforms and ways to re-imagine and re-invent policing, with a special emphasis on changing the dynamic between police and people of color.

That is the general background that is the cause of this report and all those in New York. And it is well worth quoting the introduction to the report from City of White Plains Police Reform and Reinvention Collaborative to describe the spirit behind all these examinations in our state and nation: “True Police Reform can only happen when everyone understands it is not about a Police Department or a specific police officer but about a system and a culture that has routinely disrespected, brutalized and terrorized communities of color.”

Whether true or not, fair or not, whether based on fact or fiction, the village and its employees, including its police department, suffer from an image that racism has deep and long-standing roots here. While some may choose to debate whether this image is justified, no one can debate this image of Dobbs Ferry does exist and it is an image that we all can agree is harmful to the village and needs serious attention.

Some recent pieces of evidence should suffice to illuminate the cause of this image as it relates to policing.

1) In November 2020, The Westchester Coalition For Police Reform published a [Racial Analysis of Westchester Arrests](#) compiled by Scott Kaufman, a statistical analysis for every county municipality taken from information provided to him by the New York State Department of Criminal Justice Bureau, including a computerized criminal history file that showed the arrest rates for Blacks and Hispanics for the period 2015-2019 relative to other racial and ethnic groups. For Dobbs Ferry, the data showed that of the 564 arrests made during this period, more Blacks (208 arrests) and Hispanics (151 arrests) were arrested than whites (188 arrests), despite the fact that Census data showed the white population of the Village at 8,028, the Black population at 739 and the Hispanic

population at 1048. [Note: There are different ways to interpret these statistics based on the nature of the arrests, as Task Force member Lt. Robert Mazzei of the DFPD pointed out. His contention is that it is incorrect to conclude police bias was a motivating factor behind a large amount of these arrests.]

2) The Task Force's Dobbs Ferry Police Community Survey reflected [the historic gap in trust toward police between America's white and Black communities](#). For example, responding to the statement "I trust the Dobbs Ferry Police Department," 75 percent of respondents who identified themselves as White replied they agreed or strongly agreed "Yes" while only 41 percent of respondents who identified themselves as Black replied they agreed or strongly agreed. (Question 13); similarly, responding to the statement, "Officers of the Dobbs Ferry Police Department treat people fairly," 67 percent of respondents who identified themselves as White said they agreed or strongly agreed and 11 percent disagreed or strongly disagreed, while only 45 percent of respondents who identified themselves as Black said they agreed or strongly agreed while 27 percent disagreed or strongly disagreed. (Question 10).

3) During the historic wave of anti-racism protests around the nation and in Westchester in the aftermath of George Floyd's killing in Minnesota, at Dobbs Ferry's anti-racism rally that drew 1,000 people to Waterfront Park in June 2020, charges were made from the podium that DFPD police cars habitually parked near the entrance to Children's Village, which has the largest concentration of people of color in Dobbs Ferry, a circumstance that was viewed as intimidation by residents.

4) The infamous "[T-shirt incident](#)" that cast the Village in a poor light regionally and nationally -- in which a shirt with an exclusionary message was allegedly tossed into the driveways of people of color -- was marked by the refusal of the shirt's recipients to cooperate with the police.

All of the above are painful, and symptomatic of long-engrained institutional racism. And this institutional racism likely stands at odds with a different intention on the part of today's Dobbs Ferry Police Department. They have made evident strides at community outreach, taking a friendly interpersonal approach, and have made honest attempts to forge working relationships with various stakeholders in the village. The words of Dobbs Ferry Police Chief Manuel Guevara at the Task Force's public forum convey that intention: "The Dobbs Ferry Police Department is your department. We work as a part of you, not apart from you. We cannot do this job effectively if we are not working in partnership."

Chief Guevara also knows "While the Police Department strives to meet and anticipate our residents' needs, I realize at times we may miss the mark. That is why I believe police reform is so incredibly important."

Still, we most certainly don't expect anyone's unease to be erased thanks to this report, or even a few days of anti-bias, procedural justice and cultural diversity training. So we must continue to be part of the historic national antiracism movement that began in mid-2020 and oppose both conscious and unconscious racism in our Village, to look at the institutions and systems that perpetuate inequality.

For our purposes, examining policing, this means advancing a more forceful and concerted effort to begin reversing the effects of centuries of oppression, including [the violent antagonism that began during the era of slavery](#) toward people of color, an antagonism that was [tragically maintained by law enforcement](#) and led to the creation of police forces in America. It is an institution born of racism that continues to be plagued by its roots. As Connie Hassett-Walker wrote in a 2020 essay for The American Bar Association's *Human Rights Magazine* in [examining the racist origins of policing](#), "The point of this article is *not* to assert that individual police officers are racist. The author has friends, family, and students in law enforcement who are good, ethical people and who view their primary job as to protect and serve the public. When speaking with police officer friends and family members in the wake of George Floyd's death, the word that came up most often was 'disgusting' (how Floyd died). The point is that the overall institution had a terrible start in some (not all) aspects, for which there has never been a reckoning. Perhaps if policing—and the justice system more broadly—had done a better job of reconciling with its racist past, there wouldn't be calls currently to defund the police." This statewide collaborative reform and reimagining effort -- and Dobbs Ferry's part in it -- is one way that a reckoning and a correction can take place. It can only make our police department better.

Training

Few aspects of policing are more crucial than training. The importance of police officers receiving the best, most modern and thoughtful training cannot be overemphasized. Some of America's most tragic episodes of police-community relations can be traced to poor training, unheeded training or obsolete training.

Many of today's leading thinkers in law enforcement are recognizing that it is no longer sufficient for officers to train only to acquire and sharpen their technical skills (like arrest and control; defensive tactics; driving; and firearms). The complexities of the job now require the development of and the building on an expanded skill set (cognitive; emotional; social; and moral skills).

Many residents expressed a desire for increased and improved training for the DFPD in their comment and communications to the Task Force and members of the subcommittee recognized this as well. And, perhaps most importantly, members of the DFPD understand it as well. However, the Dobbs Ferry Village Budget includes only a \$6,000 annual expenditure for Department Training, not an especially robust sum. Compare it to the figure allocated for DFPD office supplies - \$14,600. And that \$6000 figure represents a more than 100 percent increase over the \$2,495 allocated for training as recently as 2017-2018.

The small amount allocated is because, as our subcommittee colleague Lt. Robert Mazzei of the DFPD pointed out, the overwhelming preponderance of training that DFPD recruits and officers undergo is conducted by and through the Westchester Police Academy, as it is for 29 other mostly smaller departments in the county. The Academy is accredited by the Law Enforcement Agency Accreditation Council and has been accredited continuously since 1992. There is no cost to the Village for this training. The \$6,000 sum that is allocated by the Village is used to supplement the training offered by the County Academy, to pay for types of training that have

not been offered by the Academy that are deemed important. One example provided by Lt. Mazzei is leadership training that was offered by the FBI.

This led us to examine the preliminary report of the County Task Force to learn of their recommendations (we also examined the DFPD's Department Manual and the State's Compliance and Accreditation Manual, since the DFPD is an accredited agency and complies with their standards). But whatever happens at the Academy greatly impacts DFPD training and the changes the County Task Force has proposed for training at the Academy, if ultimately adopted, would substantially alter the training received by members of the DFPD (and the other smaller departments throughout the county). Our examination revealed the County Task Force's review of current training has led to numerous recommendations that address the need to expand its offerings, especially in the areas of the expanded skill set.

In the event some or all of these expanded skill set recommendations by the County Task Force are not approved, even if our Task Force were to recommend that DFPD seek out ways to acquire this desirable training on its own, a substantial increase in funds allocated by the Village for police training would be required to supplement that which the Academy provides. Simply put, Dobbs Ferry is strongly dependent on the Academy for what it offers and what it does not. This subcommittee of the Task Force recommends the Board of Trustees undertake a more thorough study of department training with an eye toward increasing the budget, specifically geared toward addressing the expanded skill set in the event that the county training prove lacking in some way.

The County Task Force on Police Reform and Reinvention looked closely at the Academy training program and, beginning on page 66 of their report, described that program's current components. They then followed with recommendations, largely addressing the need for an expanded skill set. The improvements they call for include the following:

A major increase in anti-bias/cultural diversity/procedural justice training.

Currently, Dobbs Ferry officers receive minimal anti-bias training as part of their annual In-Service training at the County Police Academy. It is offered on "Day 3" of the existing In-Service Training course. However, only a scant hour-and-a-half of the day's training is devoted to this topic, and the subcommittee doubted whether this would have the desired, lasting impact when one considers a) anti-bias training is a complicated topic, requiring more than what can only be a cursory review done in that short a time, and b) with multiple additional topics reviewed over multiple days in the county training, the chances of retention would be diminished.

We compared that hour-and-a-half to what the Starbucks chain did in 2018 when patterns of discriminatory behavior publicly emerged at their shops: They closed their stores for half a day and conducted four hours of anti-bias training for employees and supervisors, and then committed to monthly continued training afterward. We recognize that a retail operation is different than a police department, but biased behavior within a police department could potentially have far more serious consequences than bias behavior by a barista. So this sort of training should be considered even more critical by law enforcement. (The Starbucks example is

just one instance of what appears like a more thorough approach to anti-bias training that many corporations and municipalities have begun to undertake.)

Most notable in the County Task Force recommendations is an “increase in training hours for the County Police Academy’s Basic Training Course for police officers to include one week devoted to Procedural Justice, Cultural Diversity, and Bias Crimes and Incidents.”

The County Task Force report reads: “This shall be comprised of:

- Two full days focused on cultural diversity (to include a research and presentation project done by the recruits) and intercultural competency. The training should address the myriad of cultures, religions, ethnicities and backgrounds in the County’s diverse population of approximately 1 million residents. Local groups and outside experts shall be included in the training by approaching this work with an intersectional and intercultural competency framework.
- Two full days of procedural justice focusing on recognizing and interrupting implicit bias. Outside experts should be included in this training;
- One full day related to bias crimes and incidents, including increased bias crime and bias incident training time in recruit school and bringing in experts to teach (such as an Assistant District Attorney who handles bias crimes or the Lawyers Committee on Civil Rights who can provide education on hate incidents). Training should include a review of local bias crimes and incidents and local hate groups.

“In addition, to improve the tactical perception, this Working Group seeks to incorporate the umbrella term of Cultural Responsiveness into training recommendations. Cultural Responsiveness Training (CRT) increases awareness and understanding of mental health, tactical perception (implicit bias), and other related areas, and recognizes the importance of equipping officers with strategies to recognize, respect, and respond to persons of varying culture, norms, and practices, emphasizing the differences for protected classes (disabled, religious, sexual orientation, etc.). CRT will also bring about a greater skill set in communication and deescalation.”

The subcommittee recommends an endorsement of the County’s plan to offer this greatly enhanced week-long package of anti-bias training, including cultural diversity, procedural justice and bias crimes and incidents and we also recommend that the DFPD participate in it.

Note: One subcommittee member, while endorsing the need for more anti-bias training, believed the full week that the County recommends “seems like a lot” and could cause staffing issues.

(If adopted, these additions to training, along with many others will necessitate an increase in the number of in-service training hours/days for DFPD members. The DFPD manual currently calls for a minimum of 21 hours annually. It is unclear whether the DFPD should change its policies in the event of the County adoption of these enhanced training offerings to be consistent with the expanded training the Academy is recommending. Lt. Mazzei, who is a supporter of additional training, believes a change to the manual is not required as the current wording calls for “a minimum of 21 hours” and officers almost always exceed this threshold on an annual basis. On the other hand, the recommended increase in Academy training content and hours is

so extensive that it changes the entire nature of the training and this perhaps should be reflected in the DFPD manual. We recommend any change in the Department Manual on this matter be answered by the Police Department.)

Note: The decision to recommend the DFPD take part in this enhanced County Academy training was not unanimous in the subcommittee. Trustee Daroczy dissented, and remarked in these discussions that the Village is considering anti-bias training for all Village employees. She suggested that training offered by the village might be more customized to the specific needs of Dobbs Ferry and therefore preferable to the Academy training, which lacks that specificity. On the other hand, it should be noted that the Academy training will be entirely geared to the work of and the needs encountered by law enforcement, tailored to police officers, and be multifaceted. There also may be a question regarding relative costs for these two trainings. It is our understanding that the County Academy training carries no charge to the Village, but the training an outside vendor would provide would carry a cost; and these costs can vary from nominal to highly expensive.

The subcommittee therefore seeks guidance from the Board of Trustees and/or the DFPD regarding these two trainings and which one they feel would be preferable.

Identify liaison officers at each municipal police department who are trained to respond to hate incidents.

This recommendation from the County Task Force speaks to a concern that has been expressed by anti-hate and human rights activists in Westchester for a few years, that there are no standard county-wide procedures for how to deal with hate incidents, although the law requires the reporting of hate crimes to the Commissioner of Public Safety. Each department was on their own with respect to incidents and some seemed to be unclear how to respond when hate incidents occurred. The County recommends updating Section 273.01(3) of the County Public Safety Law in reference to hate crimes so that hate incidents also be reported to the Commissioner of Public Safety and these reports also be forwarded to the County Human Rights Commission. This combined with an officer trained in how to respond to these crimes and incidents is a step in the direction of consistent standards being put in place throughout Westchester.

This is a question that concerns Dobbs Ferry residents: Our Task Force questionnaire asked respondents (Question 6) to select three safety/quality of life issues from among a lengthy list of issues that were judged the greatest problems in the village. The fourth largest response was "Hate Crimes" with 20.8 percent of the 744 respondents selecting that as one of their top three quality of life issues in Dobbs Ferry (and considering the general confusion in the distinction between a hate crime and a hate incident, it's a safe assumption that the response on the questionnaire likely conflates the two).

The subcommittee recommends the DFPD identify at least one officer who will be trained to respond to hate incidents, consistent with a recommendation of the County Task Force for all Westchester municipalities.

Explore enhanced De-escalation training

Chief Guevara remarked at an early Task Force meeting that the DFPD regularly employs de-escalation strategies in all their encounters that they judge to have the potential for escalating problems and provided a few examples in the discussion.

And Lt. Mazzei added that two DFPD supervisors have been newly trained in [Integrating Communications Assessment & Tactics \(ICAT\)](#), which is a use-of-force training guide, into DFPD procedure. This is a "Train the Trainer" class, which will allow the two supervisors to create a lesson plan to bring to other DFPD officers that which they have learned.

The ICAT consists of

1. Situational Assessment
2. De-Escalation Methods
3. Evaluation Methods
4. Temper Control
5. Tactical Reasoning
6. Tactical Communication
7. Articulation & Report Writing

In examining the County Task Force report, they praised [the "Verbal-judo" technique](#) that is currently used by the County Department of Corrections (while also recognizing the difference between the job of a police officer and that of a corrections guard) as a commendable method of de-escalating potential conflict situations and recommended joint exercises be conducted between the two agencies in this technique. There is no indication that "verbal judo" will be made part of the Police Academy training at this time.

If "verbal judo" is not made part of the annual in-service training that officers receive at the County Police Academy, the subcommittee recommends that the DFPD investigate whether adding training in this technique to augment ICAT would improve their already existing program in de-escalation and, if so, explore how DFPD officers might train in it. This can be done in consultation with the County PD and the Department of Corrections or directly with [the Verbal Judo Institute](#).

Prohibit "warrior" training.

Chief Guevara noted in his remarks at the Task Force's Public Forum, "In the past, policing has been rooted in a quasi-military mindset which I believe conflicts with new societal norms." That quasi-military mindset has its current expression in "warrior training," in which an officer trained in this outlook sees every person he/she encounters as a potential threat, developing and encouraging a mindset among police officers and forces that they are an army fighting an enemy, and that enemy is the public they police. It is [a pro-violence approach to the job](#). Cedric L. Alexander, former police chief of DeKalb County, Georgia and past president of the National Organization of Black Law Enforcement Executives, says the concept "has no purpose, plays no role in American policing today. It does not build relationships, it keeps communities and police separated, it doesn't make people feel comfortable engaging the police, partnering with police and it certainly can be threatening."

Discarding the “warrior” approach [in favor of a more modern “guardian” model](#) would render a department more capable of serving the community. Still, there are some in law enforcement for whom the “warrior” approach is [a lucrative business they continue to promote](#).

Some [municipalities have banned “warrior” training](#), although officers have [searched for ways to circumvent the ban](#) either through their union or paying for it on their own.

The subcommittee recommends that the DFPD oppose the “warrior” mindset among its officers as a matter of departmental policy and prohibit its officers from receiving this training and employing its principles in favor of adopting the “guardian” model.

Each officer shall receive crisis intervention training.

An often-voiced opinion among police reform advocates is that officers throughout the country are regularly called to provide intervention in various crisis situations, such as mental health calls and suicide calls, but they lack training in those areas. The County Task Force has recommended that this training be provided at the Academy to all officers in Westchester. Additionally, the County Task Force also recommends an expanded use of specialized Clinician Embedded Teams (CET) which currently operate in various larger Westchester municipalities (such as Yonkers, White Plains, New Rochelle and Greenburgh), making these teams available throughout the county on a 24/7 basis to work collaboratively with and provide guidance to police officers on these sorts of crisis situations.

The subcommittee supports these crisis intervention measures and calls on all members of the DFPD to receive this training.

Mandatory leadership training for second and third line supervisors.

The County Task Force cites the presence of ranking officers at some of the more notorious nationally known examples of police misconduct in the last year (i.e. the deaths of George Floyd in Minneapolis and Daniel Prude in Rochester), writing “Although supervisors typically hold responsibility for ensuring officer compliance with departmental policy, many recent instances of misconduct have been overseen or directly committed by officers in positions of leadership....Those in leadership positions are more likely to have roles in training and conditioning new officers to the culture of a department. It is important that these officers do not propagate a departmental culture that tolerates or encourages misconduct.” The County Task force goes on to urge that County government urge New York State to mandate leadership training for second- and third-line supervisors and otherwise enhance the requirements of leadership training for officers statewide.

However, leading members of the DFPD, including Chief Guevara and Lt. Mazzei (who sits on our subcommittee) believe that the FBI leadership training is a superior course than that which is to be offered by Westchester County, which is considered general and somewhat superficial by comparison. Lt. Mazzei has taken some [FBI-LEEDA training courses](#) (they offer a number of these law enforcement leadership courses, and the “Trilogy” -- consisting of the Supervisor Leadership Institute, Command Leadership Institute and the Executive Leadership Institute

courses – fully addresses the needs of department leadership), and they are considered the industry standard. Additionally, officers who take the FBI-LEEDA training can receive college credit upon completion of its courses. There can be a cost associated with this FBI-LEEDA training (roughly \$700 for tuition per class when the class is offered locally; when it is taken at the FBI Academy in Virginia, there is no cost other than the officer's salary is paid for the time he/she is taking the training. Each course lasts 4 and a half days).

The subcommittee recommends our Village government support the concept of enhanced leadership training for all second and third line DFPD supervisors and we endorse the recommendation of the DFPD chief Guevara and Task Force subcommittee member Lt. Mazzei that this leadership training be conducted by FBI-LEEDA. We recognize this training can carry some costs to the DFPD.

Apply for ABLE Training

The George Floyd incident and the Daniel Prude incident revealed the potential for certain weaknesses in police leadership culture as officers, including some in leadership stood by and did not intervene while police misconduct was occurring. Georgetown Law and the global law firm of Sheppard, Mullin, Richter and Hampton have created the [ABLE \(Active Bystandership for Law Enforcement\) Project](#) which is dedicated to teaching, studying and promoting “active bystandership” within law enforcement agencies. The goal is to provide police officers with the skills needed to prevent other officers from committing abuses, to intervene to prevent peer misconduct.

Police departments in major metropolitan areas such as [Denver](#) and [St. Louis](#) are committing to the ABLE Project's training and goals and The Westchester County Task Force received a presentation from the Project, leading to their recommending it for the County PD and encouraging all others departments in the county to participate. Departments send one to three officers to be trained in ABLE (given the size of DFPD, likely one officer) and they come back and train the department.

This training appears to be free and comprised of eight hours of initial training and two hours of annual refresher training. Videos [like this one](#) (and shorter videos) from Georgetown Law on YouTube provide a good look at ABLE.

The subcommittee recommends the DFPD investigate and potentially apply for the ABLE Project, as recommended by the County Task Force.

Development of a DFPS video and reading library

The County Task Force has called for the creation of a training video library. Lt. Mazzei related that the county already has videos in its possession and some have been shared by the County Academy with the local departments via Google classroom. More consistent use of video could be a very useful supplement to DFPD training; As Lt. Mazzei noted in our subcommittee discussions, the DF force is getting younger and this generation continues the trend where learning is best accomplished through visual means. Also, he noted, rather than an officer being out for a day at the Academy, popping a video into a DVD player or watching a YouTube video during a half-hour break in the day is an efficient use of time.

However, we should keep in mind that the most successful training of any type is done collaboratively. Once viewing a video, an officer should engage in discussions with other officers and supervisors on the subject of the video in order to fully get the benefits of what the video offers.

The DFPD might also consider establishing a library of books and articles on topics of race and diversity with special emphasis on these areas in conjunction with policing, which also might be the subject of group discussion among officers.

The subcommittee recommends the DFPD follow up with the County Police Academy to inquire whether they have or are in the process of establishing a video library, and determine what if any provisions have been made to share this with the municipal departments.

If the development of a video library is lagging or if it does not provide for sharing, the DFPD should explore creating a video library of its own and develop plans for its use by officers, including discussion groups.

The subcommittee also recommends that the the Dobbs Ferry Human Rights and Diversity Committee help identify for the DFPD various videos and books on anti-bias, cultural diversity and anti-hate group matters. [One such video title](#) was recommended during our public hearing by a resident; there are likely many more.

Note: The subcommittee was not unanimous in its decisions on this question.

Department Accreditation

The DFPD has long been accredited by New York State Division of Criminal Justice Services but there is a higher level and standard of accreditation that can be achieved by also being accredited nationally through the Commission on Accreditation for Law Enforcement Agencies' (CALEA) Advanced Law Enforcement Accreditation Program.

We are aware the DFPD has previously brought this issue to the Village Board so there is likely familiarity with the difference between the two programs. Suffice to say for our purposes that, in addition to CALEA standards including a high level of community-police interaction, its increased number of training standards can only prove beneficial to the goal of preparing officers for success on the job.

It should also be noted that the County Police Reform Task Force recommendations, while calling for the state to mandate every department in New York become accredited by DCJS, asks that its own County police department, which is DCJS compliant, now become accredited through CALEA.

The subcommittee recommends the Village revisit their decision on the DFPD acquiring CALEA accreditation.

Note: The subcommittee was not unanimous on this decision.

Training Officer

At least one neighboring municipality has suggested the creation of a Training Officer position for their department. Such a position could not only coordinate all the training needs for the officers, they could track the progress of each officer's training and assist that officer in areas that require improvement. This position need not be a newly created position requiring an additional hire, but can be a responsibility given to a current officer, at the discretion of the DFPD.

The subcommittee recommends the creation of a new position of Training Officer for DFPD.

Note: The subcommittee was not unanimous on this decision.

Recruitment/Qualifications

As a small department in a Westchester village that is largely white, the Dobbs Ferry Police Department has faced limitations in its ability to diversify its force.

As with training, some very important aspects of officer recruitment are the province of the Westchester County Department of Public Safety, including developing the pool of those to be hired. All new recruits hired by all departments come from this pool and the forming of that pool is governed by State and County law. As the Westchester County Police Reform and Reimagining Task Force points out in their analysis of the County's law enforcement operation (page 58 of their report), the recruitment pool suffers from underrepresentation among communities of color.

Some of that underrepresentation is systemic, having to do with matters like New York State Civil Service law (and the County Task Force proposes steps to address that).

And some of it is historic, the result of the roles policing has played in America, in which the police have been viewed at times -- and have functioned at times -- as an oppressive, even occupying force by communities of color, a force staffed by antagonists who harbor and display racist attitudes. These historic circumstances can place law enforcement in opposition to those communities, resulting in distrust, and have rendered efforts to diversify many municipal police departments difficult. More recent events like police shootings of unarmed Black people that have received nationwide attention have only served to revive those feelings and exacerbate the situation and the prospective talent pool can remain resistant to diversification despite increased efforts to recruit among communities of color.

Diversity of Dobbs Ferry PD officers

When fully staffed, the DFPD has 27 officers. The force currently employs 26, with one spot vacant due to a retirement, and the department is seeking to fill this position.

Of those 26, none are Black, two officers are Hispanic, one is Asian. There is one woman. (It should be noted that the Department did have the first woman Chief of Police in Westchester, [Betsy Gelardi, who was promoted to the position in 2007](#) and served until her retirement in 2017, following 32 years on the force.)

Because of the lack of diverse candidates in the hiring pool compiled by the Westchester County Department of Public Safety through their procedures, which include the Civil Service examination, all the municipal departments who rely on that pool for new recruits (the cities of Peekskill and Rye and all the towns and villages within the county) have to pursue other methods to create a more diverse field of candidates to fill positions.

Not all the municipalities in Westchester rely on the County Department of Public Safety to administer the Civil Service test and generate a list of potential new recruits for their candidates. The cities of Mount Vernon, New Rochelle, White Plains and Yonkers each hold their own separate Civil Service examination and can create their own pool of candidates.

These pools have the potential to be more diverse than the Westchester County pool. For example, the [County limits those taking its exam](#) to residents of Westchester. By contrast, for example, [Yonkers has a much broader residency requirement](#) for those taking its Civil Service exam. Yonkers includes residents of Westchester County, Nassau County, Putnam County, Rockland County, and Bronx County as eligible and thus can attract more diverse candidates. To overcome the limitations imposed by hiring new recruits from the County pool, one of those methods used by Dobbs Ferry and other police departments who wish to hire diverse candidates is through transfers, that is hiring officers of color who have been employed in other police departments.

However, roadblocks exist even in attempting this. In order to fill the current vacancy in the DFPD, the department identified as a potential hire a well-qualified young Black officer from another police department who was interested in transferring here. However, Dobbs Ferry was thwarted by one of its own limitations in that quest. As the subcommittee learned, when Dobbs Ferry hires a transferring officer, that officer's salary starts at the entry level salary for new recruits, regardless of how much experience he/she has and his/her salary was at the previous job. The DFPD has no ability to negotiate a higher salary for transfers. (The one exception granted transfers is that the Village will give transfers their first "step-up" in salary after six months, which is half the time that new recruits must wait for an increase.)

As a result of Dobbs Ferry's policy on transfer salaries, this young Black officer -- who is married with two children -- appears to be rejecting the offer from DFPD and leaning toward accepting an offer from one of our neighboring villages that permits negotiation of transfer salaries.

This salary limitation imposed on all potential transfers is an established practice at the DFPD, although why is unclear, because it is not believed to be part of the collective bargaining agreement between the Village and its officers union; it is just the established practice of the department.

And, unlike the DFPD, other Westchester police agencies -- including some in our neighboring villages -- do permit a transferring officer to negotiate a salary higher than the starting salary depending on their years of service. This case illustrates how a system can work against the best intentions of a largely white police department to increase its diversity.

Time restrictions and other limitations of this subcommittee prevented us from fully examining all the potential obstacles that DFPD encounters, including self-imposed obstacles like this one, in its attempt to create a more diverse workforce. We feel this best can be done by the Chief of Police, who has awareness, or the potential for awareness, of all the obstacles, in conjunction with the Village Board of Trustees (or their designees).

The subcommittee recommends a complete review of DFPD hiring practices with an eye toward creating a more diversified police department. This review should be led by the Chief of Police, who would identify the obstacles and how to overcome them, suggesting other methods of recruiting and developing a more diverse talent pool, and create techniques for mentoring that pool. This review would be submitted to the Board of Trustees and should be a factor in the Village's evaluation of the Chief's job performance.

Additionally, the Board of Trustees should act to create a Police Advisory Committee to continue the work done by this Task Force on an ongoing basis. Among the first tasks of that Advisory Committee could be to assist the DFPD in its efforts to diversify, to examine the current structure and culture of the DFPD, make recommendations to improve its performance and culture and support the efforts of the PD and the Village in police reform and reinvention.

NOTE: This was not a unanimous decision of the subcommittee

Limitations of the Civil Service Laws

The County Task Force concluded that a major obstacle to diversifying its police force, and by extension all police departments in the county, is the composition of the recruitment pool and that is limited by deficiencies in the State Civil Service Law.

Therefore, the County Task Force's review and recommendations of this area have a significant impact on the recruiting and hiring process of the DFPD. The County Task Force proposes the following (beginning on page 56 of their report:

- 1) An increase in the age range for new applicants to include those of up to 40 years old, "allowing a broader base of persons to work as police officers will provide a more varied base of expertise and experience. Additionally, this will make finding diverse candidates incrementally easier by increasing the pool of applicants." The current maximum age is 35. There doesn't appear to be any language regarding age in the DFPD Manual.

In the event that the State change its law and the County subsequently adopt this expanded age range for new applicants, because the DFPD manual acknowledges "To be eligible for appointment, candidates must meet prescribed standards set forth by the New York State Bureau For Municipal Police and the Westchester County Department of Personnel," the subcommittee recommends the DFPD similarly expand its age range for new applicants to 40 years old, consistent with State and County law.

Note: This recommendation was not unanimously approved.

The County Task Force also notes the following:

- 2) "The Civil Service's 'Rule of Three' creates severe restrictions in hiring candidates. The Rule of Three means that agencies count down the first three people on the Civil Service list AND these **three** people, plus anyone else at the third person's score are the eligibles they can consider to fill a position. The County Task Force writes "This prioritizes strict test scores over soft skills or community relationships. Further, the test for candidacy as an officer is developed at the State level and ignores the needs of policed communities and communication or engagement skills while prioritizing memory and responsiveness. All of these processes are regulated by New York State; as such, this Working Group recommends the State dramatically reform this process to allow for a broader base of applicants to receive consideration, and for more broad skillsets to factor in to an officer's candidacy." They recommend selection of up to 15 candidates in the top two scoring levels in order to increase the pool of candidates.
- 3) "Additionally, preparatory materials based on the content of the test are limited and cost-prohibitive. This Working Group recommends that Westchester County's Department of Human Resources and WCDPS take whatever action is available to them to develop and promulgate additional testing materials. To the extent to which New York State prohibits this process, this Working Group recommends that New York State provide communities with the tools to promote test prep, or reform processes so that localities may handle this mechanism.
- 4) The County Task Force calls for an increase the frequency of offering the civil service exam from every four years to every two years. An alternative approach would be to use a "continuous list" model, which would make entry into a law enforcement career easier. The current four-year model creates unnecessary delays and burdens. The County Task Force also advocates allowing departments to access multiple civil service lists. Permitting police departments to access local civil service lists, regional lists, Spanish-speaker lists and other lists would also expand the applicant pool.

The subcommittee supports the County Task Force's positions on these NY State Civil Service procedures as one way to expand the pool of applicants and call on our local elected leaders to advocate for these changes in Civil Service Law.

Promoting Policing to a more diverse population

The County Task Force suggests a number of ideas to improve the image of the police in communities of color, not just for public relations purposes but also as a recruiting tool, to achieve greater diversity among the ranks of Westchester's law enforcement community. The DFPD already engages in a number of outreach efforts to communities of color.

Additionally, the County has created other targeted recruiting tools [like this video](#) or [this live social media discussion](#) or [this social media post](#) to enhance the message that municipalities are working to diversify their police forces.

The subcommittee recommend that the Village increase its assistance to the County in promoting policing as a career by, for example, helping circulate these above messages.

Initial Qualifications of Police Officers

As with all the county villages, applicants for the Dobbs Ferry Police Department are required to take [the Civil Service exam administered by Westchester County](#) Department of Human Resources. Candidates who pass the written exam are also required to pass psychological screening, medical and physical agility standards set by the Municipal Police Training Council in order to achieve a permanent appointment as a Police Officer. Although much emphasis in the hiring process is placed on these test scores, as the County Task Force writes, there is much more to modern policing that goes untested.

They write, “A high-test score alone cannot predict a candidate’s potential for success as a police officer.”

They also write, “Good policing practices should ensure equal justice and be rooted in human rights principles, recognizing the importance of maintaining a good relationship between communities and police.”

The County Task Force supports “a policy of ensuring that procedural justice permeates every aspect of policing from recruitment to accountability.

“Our Group came up with the criteria listed below to screen and test for character, personality and leadership traits, all of which are essential to work successfully as a police officer.

In addition to passing test scores, police officer candidates should:

- Display various types of skills and abilities such as intercultural competency and an interest in positive community engagement.
- Candidates should display a guardian mindset that values, protects, and even advocates for the most vulnerable within the communities they serve.
- Officers should also possess resilience and decision-making skills, as well as character traits that are best suited for the community they serve.”

Consequently, the County Task Force concludes, “The test for candidacy as an officer is developed at the State level and ignores the needs of policed communities and the importance of communication or engagement skills while prioritizing memory and responsiveness. All of these processes are regulated by New York State. Consequently, this Working Group recommends the state dramatically reform this process to allow for a broader base of applicants to be eligible for consideration, and for more broader skill sets to factor in to an officer’s candidacy.”

The subcommittee endorses this position of the County Task Force and joins them in calling on the State of New York to reform its process for establishing recruit qualifications to include methods for measuring a broader skill set for officer candidates.

Education Requirement

Current regulations (in compliance with County standards) call for applicants to have at minimum a high school education. However, as is nearly universally agreed and as the County Task Force enumerates above, the job of police officer has become increasingly complex in recent years and requires an expanded set of skills over the technical areas that have traditionally

been associated with the job. While the traditional skills are largely physical in nature, the expanded skill set police must have seem to require an increased reliance on mental, intellectual and emotional characteristics, including good decision-making, problem solving, ability to effectively communicate, and range of leadership skills and styles. Officer judgment sometimes must be rendered with little or no advance notice. These considerations inescapably lead to the conclusion that a high school education may not be a sufficient level for successful policing.

The subcommittee recommends that the Village study whether the DFPD should require a higher level of education, specifically an Associate's Degree or even a Bachelor's Degree, for consideration for employment. This study would include the potential consequences of adopting this higher education standard, specifically how it might impact the smaller talent pool available to the Village, and especially the racial composition of that smaller talent pool. The analysis will need to balance the advantages of a better educated talent pool against that smaller size because, while that analysis will likely discover a big increase in the number of students of color who achieve a postsecondary degree, it also must include the percentage of people of color who will be excluded from the talent pool, having not advanced past high school, and evaluate the relationship to guard against creating and instituting a hiring procedure that enforces systemic racism.

Police Licensure

The County Task Force recommends that New York State institute a system of licensing for police officers, which would help maintain a high standard of performance in key areas of law enforcement. They write: "Nurses, barbers, electricians, plumbers, doctors, lawyers, teachers, private investigators and social workers are among the many professionals who are required to maintain licenses in New York State.

"We recommend that police officers meet and maintain the requirements for licensing. Officers should be required to attend and complete trainings on critical issues such as:

- Implicit bias
- Cultural competency
- De-escalation
- Mental health/diversion
- Communication skills
- Developing and strengthening leadership skills"

Since many of these topics are similar to what the County Task Force is proposing with respect to annual in-service training for officers, that training would simultaneously provide the needed preparation for the proposed licensing procedure.

The subcommittee endorses this licensing recommendation and calls on our local elected leaders to advocate for it with the proper New York State authorities.

Ongoing employment

Establishing modern qualifications and the recruitment process for officers and that should go hand-in-hand with what qualifies an officer to continue serving in a police department. The DFPD has what appears to be a good and sound procedure for Performance Evaluation of its officers (found in 107-9 and 109.2 of the Department Manual). Like other aspects of policing in

this era, out Task Force examined that procedure to determine what might be flawed, absent or in need of updating. This is especially true considering the history of interactions members of the DFPD have had with people of color that resulted in arrests (according to the previously cited [Racial Analysis of Westcheter Arrests](#) statistics from 2015-19 provided by the Westchester Coalition For Police Reform).

The following were areas that do not seem explicitly included in the current evaluation process.

- 1) Officers' ability to interact with diverse communities in a respectful manner.
- 2) Officers' de-escalation skills.
- 3) Officers annual completion of anti-bias/cultural diversity/procedural justice in-service training.

In addition to the items above related to performance, continued qualification should also be contingent on

- 4) an annual mental health screening.

While a mental health screening is required for all new hires to the DFPD, there is currently no provision for officers to undergo an annual check of their mental health afterward. A complete mental health examination performed on all officers as a condition of their ongoing qualification would provide a more complete picture of an officer and their continued ability to function successfully considering [the potential stresses and trauma associated with the job](#) that can impact performance and even put the officer at risk. It would also provide a comparison to the baseline psychological assessment made when the officer was a new hire.

The subcommittee recommends these first three items be added to the annual DFPD Performance Evaluation and the fourth to an appropriate section in the Department Manual.

White Nationalists In Law Enforcement

An additional matter of concern that calls into question an officers' qualification, either as a recruit or ongoing employment, would be membership in or association with any hate groups and racist, white nationalist, white supremacist, white identity, neo-Nazi or misogynist organizations. Proper policing should be considered incompatible with allegiance to principles that maintain the inherent inferiority of any race, religion, gender or sexual orientation.

The FBI and the Department of Homeland Security (DHS) have identified these sorts of groups as the most lethal domestic terrorist threat to the United States, which has proven true repeatedly in the past number of months. The FBI began noticing the presence of members of these groups and their influence [as far back as this 2006](#) report, which alerted agents to "both strategic infiltration by organized groups and self-initiated infiltration by law enforcement personnel sympathetic to white supremacist causes." The ongoing corrosive influence of these groups on law enforcement can be seen in [the alarming number of police officers who participated in the recent insurrectionist attack on the US Capitol](#). This riot was, at least in part, [planned](#) and [led](#) by hate groups, white nationalists and fascists.

It should be noted that at least some of these groups have become profoundly anti-law enforcement, to the point of instigating violence aimed at officers. The attacks on the Capitol Police on January 6 were just the latest manifestation of this. "Accelerationists" and the "Boogaloo Bois," both far-right white supremacists sects, believe their mission is to try to

increase civil disorder —accelerate it—in order to foster polarization that will tear apart the current political order and hasten the installation of a fascist government. They are not beyond [killing law enforcement officers](#) and using peaceful racial justice protests as cover to achieve that end. Clearly, these groups are incompatible with the rule of law and their members should not be part of any police agency.

An extensive report [“Hidden In Plain Sight: Racism, White Supremacy and Far-Right Militancy In Law Enforcement”](#) from the Brennan Center For Justice in 2020 noted, “Law enforcement officers associating with these groups should be treated as a matter of urgent concern. Operating under color of law, such officers put the lives and liberty of people of color, religious minorities, LGBTQ+ people, and anti-racist activists at extreme risk, both through the violence they can mete out directly and by their failure to properly respond when these communities are victimized by other racist violent crime. Biased policing also tears at the fabric of American society by undermining public trust in equal justice and the rule of law.”

This Brennan Center report also discusses a variety of mitigating measures and legal actions taken by law enforcement agencies that have been confronted by employees who had membership in or association with such groups.

It also has the recommendations for initiating mitigating plans designed to ensure public safety and uphold the integrity of the law (reflected in the recommendation section of this topic below. For DFPD officers to understand the extent to which their political opinions and beliefs are protected by the Constitution, training in the exercise and limits of the Freedom of Speech can be a useful undertaking.

The Task Force recommends that the department develop clear policies regarding participation in white supremacist organizations and other far-right militant groups, and on overt and explicit expressions of racism — with specificity regarding tattoos, patches, and insignia as well as social media postings. These policies should be properly vetted by legal counsel to ensure compliance with constitutional rights, state and local laws, and collective bargaining agreements, and they must be clearly explained to staff. And should DFPD adopt mitigating measures when biased police officers are detected, mitigation plans could include referrals to internal affairs, local prosecutors, or the DOJ for investigation and prosecution; termination or other disciplinary action; limitations of assignments to reduce potentially problematic contact with the public; retraining; and intensified supervision and auditing. Further, officers should be provided with training in the First Amendment to ground them and assist them in making sound choices about the exercise of their Freedom of Speech.

APPENDIX C

Community Survey on Dobbs Ferry Police Department: Key Findings and Recommendations

Introduction

The Dobbs Ferry Police exist to serve and protect the community equally, fairly and respectfully. In order to know how well it is doing, it is important to ask the community about their experiences of the police. The Dobbs Ferry Police Community Survey was made available for public input from February 2nd through February 19th, 2021. It was administered online and through paper forms that were distributed at key community centers. A total of 744 community members responded, which is considered a very high response rate. All major constituencies are represented in the survey sample; however, disproportionately more white and older people responded to the survey as compared to the Dobbs Ferry population. For this reason, and because the experience of the police may differ across constituencies, it is important to disaggregate survey results.

Below we present seven key findings. The full data are presented in the charts in Appendix D.

Key Findings

1. Police Community Relations

In looking at the data and community member comments directly related to questions 1,4 and 5, most (about 66%) members of the community indeed value, enjoy and would like to see more opportunities for engaging with the police officers in Dobbs Ferry. However, once the information is disaggregated there are marked differences in satisfaction by age (67% among age 55+ years vs 43% among 18-34 years) and by race (68% among whites vs 46% among African Americans). These disparities are concerning and call for greater outreach and listening. Overall, long-standing opportunities such as Coffee with a Cop or Ice Cream with Cops are seen as valuable community outreach opportunities. There is a strong theme related to police officers walking the beat, patrolling on bikes and being outside of their vehicles to allow for more direct interaction with the citizens of the Village. Residents of Dobbs Ferry seek to know the police officers better in an effort to build trust which is essential when residents need to rely on the police department for services, emergencies and help. The use of technology, specifically social media, can be a tool to keep the community informed of “just in time” information as well as good news and happenings with the police and the community. The many events that have been traditions in the Village of Dobbs Ferry (pre-COVID) provide excellent opportunities for the police to engage directly with the community to develop relationships and trust.

2. Police Community Communications

Community members expressed an interest in increased communications as measured in questions 2 and 3 of the survey. Although a little less than half of respondents overall expressed satisfaction with communications, another half expressed neutral, unsure and dissatisfaction with communications. In looking at satisfaction among Hispanic, Black, Two+ and Asian community members, these numbers are lower (ranging from 26 to 32%). Making efforts to translate communications would likely be welcomed including explicit efforts to engage with and listen to people of color. Comments from community members include interest in outreach via social media, a police department website or link from the Village website, newsletters which might be a tool for senior citizens who are not technology reliant, all of which could include information

about what is happening in the community and community trends. Increased publicity about programs that are offered by the police to the community would be welcomed and play an important role in linking the police to the community.

3. Does the Police Department address problems that concern you?

There is roughly a 50/50 split overall between satisfaction and neutral/unsure respondents in question 7 related to whether the police are addressing problems that concern them. In question 12, there is roughly a 60/40 split overall between satisfaction and neutral/unsure responses related to responsiveness to concerns of the community. Although White and Hispanic respondents expressed similar levels of satisfaction (46-48%), there was less satisfaction among Black, Two+ and Asian respondents (32-35%) and among people aged 18-34 years (36%). This likely requires the police to review how it prioritizes its actions, as well as to make conscious efforts to engage with younger adults and BIPOC communities to better understand their concerns. Community members made comments about interest in knowing about trends in the community and about the kinds of issues requiring response by the police department. Keeping the community informed of what's happening and how police are responding would give the community a better understanding of how and when police are in action addressing their concerns. With traffic concerns dominating the feedback, monthly statistics about the number of traffic citations for speeding, illegal parking etc. could be an easy way to provide information to the public about issues of importance to them. Additionally, outreach to BIPOC communities and Asian members of the community would yield a greater awareness of problems of concern for these groups.

4. Does the community feel safe in Dobbs Ferry?

In responses to questions 8 and 9, an overwhelming majority of survey respondents across all groups indicate that they feel safe in Dobbs Ferry both during the day (over 90%) and at night (over 84%) when they are outside alone. This is an area of broad based community satisfaction. However, 1 in 5 women (20%) and 1 in 4 Asian respondents (25%) were unsure or did not feel safe being outside at night.

5. Does the community feel treated fairly/trust the police?

In the aggregate, survey data suggests that 7 in 10 community members (72%) trust the police in Dobbs Ferry in response to question 13, whereas 28% do not or are uncertain. Moreover, there are marked and concerning differences across different constituencies. Whereas 77% of older people aged 55+ years trust the police, less than half (47%) of people aged 18-34 years do; and Black respondents report lower levels of trust (41%) than White, Hispanic and Asian (70-75%) respondents. In question 10, 65% of respondents overall indicate that they believe that the Dobbs Ferry Police treat people fairly and 23% of respondents overall were either unsure or neutral. Asian community members were almost split between satisfied and unsure, but less than half of young people ages 18-34 and Black community members (45%) report feeling treated fairly. These results are cause for significant concern, since the Dobbs Ferry Police are expected to treat all people fairly and develop relationships of trust. The Dobbs Ferry Police needs to review its training and actions to correct for these disparities as a matter of urgent priority. Increased outreach and deeper listening to BIPOC residents, including Asian residents - both adults and teenagers - as well as other underrepresented and marginalized groups, is also likely to be important to creating trust. More community outreach could also result in a decrease in the number of community members in the unsure or neutral group in future surveys.

6. Would you contact the police with a compliment or complaint?

In response to question 14, vast majorities (over 90%) of Dobbs Ferry residents across gender and race/ethnicity groups would call the police if they needed help or were witness to a crime. Some

hesitancy was seen among younger people aged 18-34 years (24% said they were unsure or would not call) and among people who preferred not to state their gender (15%). However, in response to question 25, a large majority of respondents (69%) reported they do not know how to access the Police Department to report a compliment or a complaint. The data is even more stark for Hispanic, Black and Asian respondents, where more than 4 out of 5 people (82-87%) do not know how to report a compliment or complaint. These data are concerning because they indicate that the police and community do not enjoy close trusting relationships beyond calling the police during emergencies. Comments from the public point to an interest in electronic communication such as a social media presence, website or newsletters. Community members suggested instructional videos about how to report crimes. These communications tools could include a link for providing feedback to the department - both positive and negative.

7. Satisfaction with overall performance?

In response to question 16, in the aggregate 3 out of 4 respondents (74%) expressed satisfaction with the overall performance of the Dobbs Ferry Police Department. However, after disaggregating the data it becomes clear that there is higher satisfaction among men (82%) compared to women (72%), among older people aged 55+ (80%) compared to younger people aged 18-34 years (51%), and among White respondents and those who preferred not to state their race (76%) than Hispanic (66%), Asian (65%) and Black (50%) respondents. Again, these results are cause for concern because the Dobbs Ferry Police is expected to serve all equally and enjoy the confidence of all its residents. These disparities need serious attention and concerted action that go beyond the scope of the Survey. Nonetheless, it is clear from survey comments that the community would relish opportunities to get to know their police officers better in an effort to build more community networks with the police department. This increased networking and outreach might result in less respondents choosing categories such as “neutral or unsure” when responding to any follow up surveys so that data will be more clear than it is currently. Communication is key to building any and all bridges. Traffic concerns remain the number one concern among respondents to the survey.

Conclusion

Overall, in the aggregate, the survey data shows that a majority of Dobbs Ferry residents are satisfied with the Dobbs Ferry Police Department even though significant numbers of community members lack information about and contact with police. This could be related to the fact that 71% of the survey respondents had no contact with the Dobbs Ferry Police in the last 12 months.

However, once the data is disaggregated by gender, age, and race/ethnicity, it becomes clear that there are significant differences in how different constituencies experience the Dobbs Ferry Police. The specific differences are summarized in the Key Findings above and can be seen in fuller detail in the charts provided for each question (Appendix D). In short, the disaggregated data show that:

- Men are more satisfied than women
- Older people (aged 55+ years) are significantly more satisfied than young people (ages 18-34 years)
- White respondents are significantly more satisfied than Black, Hispanic, Two+ Races and Asian respondents.

The Governor of New York called for each community to undertake a review of police- community relations in response to the national concern over racial justice. While Survey findings indicate broad satisfaction with the Dobbs Ferry Police, and there are no reports of wanton police violence against community residents of the sort we have witnessed elsewhere in the country, it is clear that not all

community members experience the police equally, and that there are significant disparities in trust, engagement, communication and understanding across age, race and in some cases gender. These disparities are concerning because the police are expected to treat everyone fairly and equally, and develop relationships of trust and confidence across the entire community. Survey findings demonstrate the need for deep introspection among the community and police to examine the Dobbs Ferry Police composition, beliefs, policies, training, actions, budget priorities, transparency and accountability.

In the Key Findings above we draw from community inputs to provide several specific and creative suggestions to improve community-police relations. We believe that if implemented robustly and in good faith, these ideas will be helpful in improving communication and understanding. At the same time, because the vast majority of Survey respondents were disproportionately White and older, and racial justice concerns are more likely to affect BIPOC and younger communities, additional and concerted work is needed to engage, listen and learn, and craft actions that are *commensurate* with the racial justice challenges we face in our community. In the section below, we offer an initial set of such strategic recommendations. These recommendations should be treated as a starting point, to be further strengthened and clarified after deeper consultation with concerned communities and with reference to effective, evidence informed interventions and innovations, drawing from experts and best practices across the country. Only then will we be able to build deep trust and mutual respect between the community and the police, and together help ensure justice and security for all members of the Dobbs Ferry community.

Recommendations

The committee believes that there is more that needs to be known and recommends the following initial actions, that need to be strengthened and clarified after further consultation:

1. **Focused Outreach to Underrepresented Communities.** Because there are lower levels of satisfaction with the police among some segments of our community, there should be focused outreach to the constituencies that have significant concerns with the police, namely: a) young people (ages 18-34), b) people of color (particularly African Americans and Hispanics) in the community and other marginalized communities, and c) women in the community, to better understand their concerns and experiences with the Dobbs Ferry Police. The outreach should focus on listening to community experiences and ideas for improvement. Anonymized findings should be published online.
2. **Increase Communication Efforts.** Because a significant portion of the community does not know about the range of police services and how to reach out to the police, the police should leverage social media, maintain a website or link from the Village website, as well as newsletters especially for senior citizens who may not use technology regularly.
3. **Increase Diversity Within Department.** Because representation matters, the police should look like the community, and take active efforts to recruit younger, more female and more people of color in all new hires and in its promotion track.
4. **Be Less Aggressive, More Approachable.** Because police should be approachable, police should “patrol” the streets on foot (or on bicycles) and be unarmed.

5. **Reassess Budget Allocations.** Because crime is not a major problem in Dobbs Ferry, and major priorities are related to traffic and community relations, police objectives and budgets (and training and deployment) should be reviewed to reflect these priorities.

Additional Community Engagement Ideas

- Required minimum community service hours for officers where officers can choose activities that match their skill sets and interests, such as conduct CPR trainings, participate in community workshops, serve food at a community event).
- Police and Community Together (PACT) tools: offer informational guides related to pedestrian and traffic safety, automobile theft prevention, and how to manage common issues, such as parking tickets, traffic summons, car towings, or other common scenarios.
- Educational series for residents as a tool to advance community policing, such as opioid awareness, elderly education seminars for the elderly population and their families, and TIPS (Training for Intervention Procedures) program for local restaurants and businesses regarding responsible service, sale, and consumption of alcohol.
- Community workshops: child safety, parent-teen safe driving, bullying prevention, internet safety, women's self-defense, domestic violence.
- Educational strategies for law enforcement and youth: Policing the Teen Brain™ provides officers with strategies for interacting effectively with youth and provides youth with vital information and the support they need. Juvenile Justice Jeopardy™ is an interactive game tool to teach youth how to navigate interactions with peers and police and be aware of the consequences of arrest and court involvement.
- Policing Approach Through Health, Wellness, and Youth (PATHWAY): connect at-risk youth with social services and support groups rather than create unnecessary negative encounters with law enforcement.
- Youth art contest: winners can have lunch with officers while discussing ideas and issues that are important to them. In addition, all submissions could be displayed in the precinct or the Village.
- Officer recognition/incentives for community engagement to drive motivation. The community can have a voice in selecting the officers to receive such an award, further legitimizing the initiative.
- Mental-health crisis teams: two-person teams of paramedics / crisis workers who have significant experience in the mental health field to assist with mental-health related needs.

APPENDIX D

COMMUNITY SURVEY QUESTIONNAIRE



Use this QR Code to take the survey online.



THE VILLAGE OF
DOBBS FERRY
NEW YORK

Dobbs Ferry Police Community Survey

Thank you for your interest in this survey, which should take 5-10 minutes to complete. All are welcome and encouraged to complete the survey. This survey will be open until **5 pm on Tuesday, February 16, 2021**. Please drop the completed survey in the lockbox in the downstairs lobby of Village Hall. You can also mail it to the attention of the Village Administrator, 112 Main Street, Dobbs Ferry, NY 10522.

As a part of the process for developing the Village's plan in accordance with Governor Cuomo's executive order 203 NYS Police Reform & Reinvention Collaborative, the Village is seeking input from its constituents in various ways. The following survey will help guide our decision-making on necessary improvements to our police operations.

The survey will assess five key components that involve the Dobbs Ferry Police Department:

1. Community Involvement
2. Safety
3. Procedural Justice
4. Performance
5. Contact & Satisfaction

The survey is confidential, but you may provide your contact information at the end if you wish to participate further.

You may have come into contact with multiple law enforcement agencies over the years, but please answer the questions thinking only about the Village of Dobbs Ferry Police Department. Whether you have had an encounter with a sheriff's office, a municipal or regional police department, or another type of agency, the term "law enforcement agency" or "police department" used throughout the survey refers only to the Village of Dobbs Ferry Police Department.

Please note: This is not the only opportunity to provide input into the Police Reform & Reinvention process. The Task Force will be holding a public forum to discuss the survey results and hear any comments, concerns, and ideas on **Thursday, February 25, 6 pm, via Zoom**. Sign up for the Village of Dobbs Ferry emails at www.dobbsferry.com to get updates.

Although there are 34 questions listed, every question may not be applicable to your experience with the Dobbs Ferry Police Department. Any question with a "*" is required.

1. The Dobbs Ferry Police Department develops relationships with community members (e.g., residents, organizations, and groups). *

Mark only one oval.

- ☐ **Strongly agree**
- ☐ **Agree**
- ☐ **Neutral**
- ☐ **Disagree**
- ☐ **Strongly disagree**
- ☐ **Unsure/Don't know**

2. The Dobbs Ferry Police Department regularly communicates with community members (e.g., website, e-mails, social media, public meetings). *

Mark only one oval.

- ☐ **Strongly agree**
- ☐ **Agree**
- ☐ **Neutral**
- ☐ **Disagree**
- ☐ **Strongly disagree**
- ☐ **Unsure/Don't know**

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

Mark only one oval.

- ☐ **Strongly agree**
☐ **Agree**
☐ **Neutral**
☐ **Disagree**
☐ **Strongly disagree**
☐ **Unsure/Don't know**

4. The Dobbs Ferry Police Department works together with community members to solve local problems. *

Mark only one oval.

- ☐ **Strongly agree**
☐ **Agree**
☐ **Neutral**
☐ **Disagree**
☐ **Strongly disagree**
☐ **Unsure/Don't know**

5. Community Policing involves officers working with the community to address the causes of crime in an effort to reduce the problems themselves through a wide range of activities. Based on this definition, to what extent do you agree the Dobbs Ferry Police Department practices Community Policing? *

Mark only one oval.

- ☐ **Strongly agree**
☐ **Agree**
☐ **Neutral**
☐ **Disagree**
☐ **Strongly disagree**
☐ **Unsure/Don't know**

6. Please select the safety/quality of life issues you think are the greatest problems within the Village of Dobbs Ferry. (Please only choose up to 3 items.) *

- ☐ **Bicycling/ skateboarding issues**
- ☐ **Burglaries / thefts (residential/ commercial)**
- ☐ **Child abuse**
- ☐ **Child sexual predators / internet safety**
- ☐ **Criminal mischief to auto/ property**
- ☐ **Disorderly conduct/ public intoxication/ noise violations**
- ☐ **Disorderly youth (e.g. cursing or gathering)**
- ☐ **Domestic violence (adult)**
- ☐ **Elder abuse**
- ☐ **Driving under the influence (i.e., alcohol or drugs)**
- ☐ **Drug abuse (e.g., manufacture, sale or use of illegal/ prescription drugs)**
- ☐ **Hate crimes**
- ☐ **Homeland security problems**
- ☐ **Homelessness - or transient related (panhandling)**
- ☐ **Illegal dumping/ littering**
- ☐ **Illegal parking**
- ☐ **Loud music/ noise from homes**
- ☐ **Mugging**
- ☐ **Physical assault**
- ☐ **School safety (e.g., bullying or fighting)**
- ☐ **Sexual assault/ rape (adult)**
- ☐ **Stray animals / barking dogs**
- ☐ **Traffic issues / residential speeding**
- ☐ **Underage drinking**
- ☐ **Vandalism/ graffiti**
- ☐ **Other: _____**

7. The Dobbs Ferry Police Department is addressing the problems that concern you. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure/Don't know

8. I feel safe in Dobbs Ferry when outside alone during the day? *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure/Don't know

9. I feel safe in Dobbs Ferry when outside alone at night? *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure/Don't know

10. Officers in Dobbs Ferry treat people fairly. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure/Don't know

11. Officers in the Dobbs Ferry Police Department are respectful. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure/Don't know

12. The Dobbs Ferry Police Department is responsive to the concerns of Community Members. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure/Don't know

13. I trust the Dobbs Ferry Police Department. *

Mark only one oval.

- ☐ **Strongly agree**
- ☐ **Agree**
- ☐ **Neutral**
- ☐ **Disagree**
- ☐ **Strongly disagree**
- ☐ **Unsure/Don't know**

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

Mark only one oval.

- ☐ **Yes**
- ☐ **No**
- ☐ **Unsure/ Don't Know**

15. Within the last 12 months, have you had contact with an officer in the Dobbs Ferry Police Department? If so, did the officer sufficiently explain his or her actions and/or procedures? *

Mark only one oval

- ☐ **Yes, and it was explained sufficiently.**
- ☐ **Yes, but it was not explained.**
- ☐ **Yes, but no explanation was necessary for the interaction.**
- ☐ **No contact in the last 12 months.**
- ☐ **Unsure/Don't Know**

16. Are you satisfied with the overall performance of the Dobbs Ferry Police Department? *

Mark only one oval.

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

17. How many times in the past 12 months have you had contact with the Dobbs Ferry Police Department for traffic issues (e.g. citation, warning, motor vehicle accident)? *

Mark only one oval.

- ☐ **0**
- ☐ **1-2**
- ☐ **3-4**
- ☐ **5-6**
- ☐ **7+**

18. Were you satisfied with your interaction(s) with the Dobbs Ferry Police Department for traffic issues in the past 12 months? *

Mark only one oval.

- ☐ **Very satisfied**
- ☐ **Satisfied**
- ☐ **Neither satisfied nor dissatisfied**
- ☐ **Dissatisfied**
- ☐ **Very dissatisfied**
- ☐ **Unsure/Don't Know**
- ☐ **I have not had contact with the Dobbs Ferry Police for traffic issues in the last 12 months.**

19. How many times in the past 12 months have you had contact with the Dobbs Ferry Police Department for 911 emergency calls? *

Mark only one oval.

- ☐ 0
- ☐ 1-2
- ☐ 3-4
- ☐ 5-6
- ☐ 7+

20. Were you satisfied with your interaction(s) with the Dobbs Ferry Police Department for 911 emergency calls in the past 12 months? *

Mark only one oval.

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied
- ☐ Unsure/Don't Know
- ☐ I have not had contact with the Dobbs Ferry Police for emergency calls in the last 12 months.

21. How many times in the past 12 months have you had contact with the Dobbs Ferry Police Department for non-emergency calls (e.g. to report a crime, suspicious activity, quality of life issue such as a noise ordinance or curb your dog issue, parking questions, or storm related question/concern)? *

Mark only one oval.

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

22. Were you satisfied with your interaction(s) with the Dobbs Ferry Police Department for Non-Emergency Calls in the past 12 months? *

Mark only one oval.

- ☐ **Very satisfied**
- ☐ **Satisfied**
- ☐ **Neither satisfied nor dissatisfied**
- ☐ **Dissatisfied**
- ☐ **Very dissatisfied**
- ☐ **Unsure/Don't Know**
- ☐ **I have not had contact with the Dobbs Ferry Police Department for non-emergency issues in the last 12 months.**

23. How many times in the past 12 months have you had contact with the Dobbs Ferry Police Department through other interactions or events (e.g. attend a community meeting, Coffee with a Cop, or talk to an officer out on patrol)? *

Mark only one oval.

- ☐ **0**
- ☐ **1 - 2**
- ☐ **3 - 4**
- ☐ **5 - 6**
- ☐ **7 +**

24. Were you satisfied with your interaction(s) with the Dobbs Ferry Police Department through other interactions or events in the past 12 months? *

Mark only one oval.

- ☐ **Very satisfied**
- ☐ **Satisfied**
- ☐ **Neither satisfied nor dissatisfied**
- ☐ **Dissatisfied**
- ☐ **Very dissatisfied**
- ☐ **Unsure/Don't Know**
- ☐ **I have not had contact with the Dobbs Ferry Police Department for through other interactions or events in the last 12 months.**

25. Do you know how to submit a compliment and/or complaint regarding the Dobbs Ferry Police Department? *

Mark only one oval.

- ☐ **Only a compliment**
- ☐ **Only a complaint**
- ☐ **Both**
- ☐ **Neither**

26. What types of community programs would you like to see implemented?

27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey.

28. What is your relationship to Dobbs Ferry? *

Check all that apply

- ☐ **I am a current resident of Dobbs Ferry.**
- ☐ **I work in Dobbs Ferry.**
- ☐ **Other** _____

This survey is anonymous, but we require some basic information to help us understand responses from this survey. You may supply us with your contact information at the end, but it is not required. Demographic details however are required.

Demographic Information

29. How many years have you lived/worked in Dobbs Ferry? *

Mark only one oval.

- ☐ **0-2**
☐ **3-5**
☐ **6-10**
☐ **10-15**
☐ **16-20**
☐ **20+**

30. What is your age? (Cual es tu edad?) *

Mark only one oval.

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

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

- ☐ **American Indian or Alaskan Native**
☐ **Asian**
☐ **Black or African**
☐ **Hispanic/Latinx**
☐ **Middle Eastern or North African**
☐ **Native Hawaiian or Other Pacific Islander**
☐ **White / Caucasian**
☐ **Prefer not to say**
☐ **Other:** _____

32. What is your gender? *

- ☐ Female
- ☐ Male
- ☐ Non binary
- ☐ Prefer not to say
- ☐ Other:

33. What is your sexual orientation? *

- ☐ Asexual
- ☐ Bisexual
- ☐ Demisexual
- ☐ Gay
- ☐ Heterosexual or straight
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Prefer not to say
- ☐ None of the above

34. Would you be interested in participating in additional surveys or community meetings/discussions regarding the Dobbs Ferry Police Department? *

- ☐ Yes
- ☐ No

(Optional) Contact Information:

Name: _____

Address: _____

Phone: _____

Email Address: _____



Utilice este código QR para realizar la encuesta en línea.



THE VILLAGE OF
DOBBS FERRY
NEW YORK

Encuesta Comunitaria de la Policía de Dobbs Ferry

Gracias por su interés en esta encuesta, que debería tardar entre 5 y 10 minutos en completarse. Todos son bienvenidos y alentados a completar la encuesta. Esta encuesta estará abierta hasta las **5 p.m. del martes 16 de Febrero de 2021**. Deje la encuesta completa en la caja de seguridad del vestíbulo de la planta baja de Village Hall. También puede enviarlo por correo a la atención del administrador de la aldea, 112 Main Street, Dobbs Ferry, NY 10522.

Como parte del proceso para desarrollar el plan del Pueblo en acuerdo con la orden ejecutiva 203 NYS Reforma policial & Reinversión Colaborativa, el Pueblo busca la opinión de sus constituyentes de diversas formas. La siguiente encuesta ayudará a orientar nuestra toma de decisiones sobre las mejoras necesarias en nuestras operaciones policiales.

La encuesta evaluará cinco componentes clave que involucran al Departamento de Policía de Dobbs Ferry:

1. Involucramiento de la Comunidad
2. La Seguridad
3. Justicia procesal
4. Rendimiento
5. Contacto Y Satisfacción

La encuesta es confidencial, pero puede ofrecer su información de contacto al final si desea participar más.

Es posible que haya estado en contacto con varias agencias de la ley sobre los años, pero por favor responda las preguntas pensando solo en el Departamento de Policía del Pueblo de Dobbs Ferry. Si sea que haya tenido un encuentro con la oficina del sheriff, un departamento de policía municipal o regional u otro tipo

de agencia, el término "Agencia de la ley" o Departamento de policía" utilizado en toda la encuesta se refiere únicamente al Departamento de Policía del Pueblo de Dobbs Ferry.

Tenga en cuenta: Esta no es la única oportunidad de ofrecer aportes al proceso de reforma y reinversión de la policía. El Grupo de Trabajo llevará a cabo un foro público para discutir los resultados de la encuesta y escuchar cualquier comentario, inquietud e idea el Jueves 25 de Febrero a las 6 pm, a través de Zoom. Regístrese para recibir los correos electrónicos del Pueblo de Dobbs Ferry en www.dobbsferry.com para recibir actualizaciones.

Aunque hay 34 preguntas, es posible que todas las preguntas no se apliquen a su experiencia con el Departamento de Policía de Dobbs Ferry. Cualquier pregunta con un "*" se requiere.

-
1. El Departamento de Policía de Dobbs Ferry desarrolla relaciones con miembros de la comunidad (por ejemplo, residentes, organizaciones y grupos). *

Mark only one oval.

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

2. El Departamento de Policía de Dobbs Ferry se comunica regularmente con los miembros de la comunidad (por ejemplo, sitio web, correos electrónicos, redes sociales, reuniones públicas). *

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

El Departamento de Policía de Dobbs Ferry facilita que los miembros de la comunidad brinden información (por ejemplo, comentarios, sugerencias, inquietudes).*

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

4. El Departamento de Policía de Dobbs Ferry trabaja junto con los miembros de la comunidad para resolver los problemas locales.*

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

5. La Policía Comunitaria involucra oficiales que trabajan con la comunidad para abordar las causas del crimen en un esfuerzo para reducir los problemas ellos mismos a través de una amplia serie de actividades. Según esta definición, ¿en qué medida está de acuerdo con que el Departamento de Policía de Dobbs Ferry practique la vigilancia comunitaria? *

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

6. Por favor seleccione los problemas de seguridad/calidad de vida que crea que son los mayores problemas dentro del pueblo de Dobbs Ferry. (Elija solo 3 elementos.)*

- ☐ **Problemas de ciclismo/patineta**
- ☐ **Robos/hurtos (residencial/comercial)**
- ☐ **Abuso infantil**
- ☐ **Depredadores sexuales infantiles / Seguridad Internet**
- ☐ **Travesura criminal (automóvil/propiedad)**
- ☐ **Conducta desordenada/ Intoxicación pública/ Violaciones de ruido**
- ☐ **Jóvenes desordenados(maldiciendo o reuniéndose)**
- ☐ **Violencia doméstica (adulto)**
- ☐ **Maltrato de personas mayores**
- ☐ **Conducir bajo la influencia (alcohol o drogas)**
- ☐ **Abuso de drogas**
- ☐ **Crímenes de odio**
- ☐ **Seguridad nacional**
- ☐ **Falta de vivienda o problemas transitorios relacionados**
- ☐ **Vertido ilegal/tirar basura**
- ☐ **Estacionamiento ilegal**
- ☐ **Música alta/ruido de hogares**
- ☐ **Asalto**
- ☐ **Asalto físico**
- ☐ **Seguridad escolar p.ej. intimidación o peleas)**
- ☐ **Asalto sexual / violación (adulto)**
- ☐ **Animales callejeros/perros ladrando**
- ☐ **Problemas de tráfico/exceso de velocidad residencial**
- ☐ **Consumo de alcohol por menores de edad**
- ☐ **Vandalismo/pintada**
- ☐ **Otro: _____**

7. El Departamento de Policía de Dobbs Ferry está abordando los problemas que le preocupa a usted. *

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

8. Me siento seguro/segura en Dobbs Ferry cuando estoy afuera solo/sola durante el día. *

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

9. Me siento seguro/segura en Dobbs Ferry cuando estoy afuera solo/sola por la noche. *

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

10. Los oficiales de Dobbs Ferry tratan a las personas de manera justa.*

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

11. Los oficiales de Dobbs Ferry son respetuosos. *

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

12. El Departamento de Policía de Dobbs Ferry responde a las preocupaciones de los miembros de la comunidad. *

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

13. Confío en el Departamento de Policía de Dobbs Ferry.*

- ☐ **Completamente de acuerdo**
- ☐ **Acuerdo**
- ☐ **Neutral**
- ☐ **Desacuerdo**
- ☐ **Completamente en desacuerdo**
- ☐ **Inseguro/No se**

14. ¿Llamaría a la policía si necesitara ayuda o si fuera testigo de un crimen? *

Mark only one oval.

- ☐ **Si**
- ☐ **No**
- ☐ **Inseguro/ No se**

15. En los últimos 12 meses, ¿ha tenido contacto con un oficial del Departamento de Policía de Dobbs Ferry? Si es así, ¿el oficial explicó suficientemente sus acciones y/o procedimientos? *

Mark only one oval

- ☐ **Sí, y se explicó suficientemente.**
- ☐ **Sí, pero no se explicó.**
- ☐ **Sí, pero explicación no necesaria.**
- ☐ **Sin contacto en los últimos 12 meses.**
- ☐ **Inseguro/No se**

16. ¿Está satisfecho con el desempeño general del Departamento de Policía de Dobbs Ferry?*

Mark only one oval.

- ☐ **Muy satisfecho**
- ☐ **Satisfecho**
- ☐ **Ni satisfecho ni insatisfecho**
- ☐ **Insatisfecho**
- ☐ **Muy insatisfecho**
- ☐ **Inseguro/No se**

17. ¿Cuántas veces en los últimos 12 meses ha tenido contacto con el Departamento de Policía de Dobbs Ferry por problemas de tráfico (p.ej. citación, advertencia, accidente de vehículo motorizado)? *

Mark only one oval.

- ☐ **0**
- ☐ **1-2**
- ☐ **3-4**
- ☐ **5-6**
- ☐ **7+**

18. ¿Estuvo satisfecho con su interacción con el Departamento de Policía de Dobbs Ferry por problemas de tráfico en los últimos 12 meses?*

Mark only one oval.

- ☐ **Muy satisfecho**
- ☐ **Satisfecho**
- ☐ **Ni satisfecho ni insatisfecho**
- ☐ **Insatisfecho**
- ☐ **Muy insatisfecho**
- ☐ **Inseguro/No se**
- ☐ **Sin contacto con la policía de Dobbs Ferry por problemas de tráfico en los últimos 12 meses.**

19. ¿Cuántas veces en los últimos 12 meses ha tenido contacto con el Departamento de Policía de Dobbs Ferry para llamadas de emergencia al 911?*

Mark only one oval.

- ☐ 0
- ☐ 1-2
- ☐ 3-4
- ☐ 5-6
- ☐ 7+

20. ¿Estuvo satisfecho con su interacción (es) con el Departamento de Policía de Dobbs Ferry para las llamadas de emergencia al 911 en los últimos 12 meses?*

Mark only one oval.

- ☐ **Muy satisfecho**
- ☐ **Satisfecho**
- ☐ **Ni satisfecho ni insatisfecho**
- ☐ **Insatisfecho**
- ☐ **Muy insatisfecho**
- ☐ **Inseguro/No se**
- ☐ **Sin contacto con la policía de Dobbs Ferry para las llamadas de emergencia al 911 en los últimos 12 meses.**

21. ¿Cuántas veces en los últimos 12 meses ha tenido contacto con el Departamento de Policía de Dobbs Ferry para llamadas que no son de emergencia (p.ej. para reportar un crimen, actividad sospechosa, problema de calidad de vida como una ordenanza de ruido o frenar el problema de su perro, preguntas sobre estacionamiento o pregunta/preocupación relacionada con una tormenta)? *

Mark only one oval.

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

22. ¿Estuvo satisfecho con sus interacciones con el Departamento de Policía de Dobbs Ferry para llamadas que no son de emergencia en los últimos 12 meses?*

- ☐ **Muy satisfecho**
- ☐ **Satisfecho**
- ☐ **Ni satisfecho ni insatisfecho**
- ☐ **Insatisfecho**
- ☐ **Muy insatisfecho**
- ☐ **Inseguro/No se**
- ☐ **Sin contacto con la policía de Dobbs Ferry para llamadas que no son de emergencia en los últimos 12 meses.**

23. ¿Cuántas veces en los últimos 12 meses ha tenido contacto con el Departamento de Policía de Dobbs Ferry a través de otras interacciones o eventos (p.ej. asistir a una reunión comunitaria, tomar un café con un policía o hablar con un oficial de patrulla)? *

- ☐ **0**
- ☐ **1 - 2**
- ☐ **3 - 4**
- ☐ **5 - 6**
- ☐ **7 +**

24. ¿Estuvo satisfecho con sus interacciones con el Departamento de Policía de Dobbs Ferry a través de otras interacciones o eventos en los últimos 12 meses? *

- ☐ **Muy satisfecho**
- ☐ **Satisfecho**
- ☐ **Ni satisfecho ni insatisfecho**
- ☐ **Insatisfecho**
- ☐ **Muy insatisfecho**
- ☐ **Inseguro/No se**
- ☐ **Sin contacto con la policía de Dobbs Ferry a través de otras interacciones o eventos en los últimos 12 meses.**

25. ¿Sabe cómo enviar un cumplido y / o una queja con respecto al Departamento de Policía de Dobbs Ferry?) *

Mark only one oval.

- ☐ **Solo un cumplido**
- ☐ **Solo una queja**
- ☐ **Los Dos**
- ☐ **Ninguno**

26. ¿Qué tipo de programas comunitarios le gustaría ver implementados?

27. ¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.)

28. ¿Cuál es su relación con Dobbs Ferry? (puede elegir varios) *

- ☐ **Soy un residente actual de Dobbs Ferry.**
- ☐ **Yo trabajo en Dobbs Ferry.**
- ☐ **Otro** _____

Esta encuesta es anónima, pero necesitamos información básica para ayudarnos a comprender las respuestas de esta encuesta. Puede proporcionarnos su información de contacto al final, pero no es obligatorio. Sin embargo, se requieren detalles demográficos.

Información demográfica

29. ¿Cuántos años ha vivido / trabajado en Dobbs Ferry?*

Mark only one oval.

☐ **0-2**

☐ **3-5**

☐ **6-10**

☐ **10-15**

☐ **16-20**

☐ **20+** _____

30. ¿Cuál es tu edad? *

Mark only one oval.

☐ **Under 18**

☐ **18-24**

☐ **25-34**

☐ **35-44**

☐ **45-54**

☐ **55-64**

☐ **65+**

31. ¿Cuál de las siguientes te describe mejor? Marque todo lo que corresponda *

☐ **Indio Americano o Nativo de Alaska**

☐ **Asiático**

☐ **Negro o Africano**

☐ **Hispanic/Latinx**

☐ **Medio Oriente o África del Norte**

☐ **Nativo Hawaiano u otro Isleño del Pacífico**

☐ **Blanco/Caucásico**

☐ **Prefiero no decirlo**

☐ **Other:** _____

32. ¿Cuál es su género? *

- ☐ Hembra
- ☐ Hombre
- ☐ No binario
- ☐ Prefiero no decirlo
- ☐ Other: _____

33. What is your sexual orientation? *

- ☐ Asexual
- ☐ Bisexual
- ☐ Demisexual
- ☐ Gay
- ☐ Heterosexual or straight
- ☐ Lesbiana
- ☐ Pansexual
- ☐ Queer
- ☐ Prefiero no decirlo
- ☐ Ninguna ofde las anteriores

34. ¿Estaría interesado en participar en encuestas adicionales o reuniones / discusiones de la comunidad sobre el Departamento de Policía de Dobbs Ferry? *

- ☐ Si
- ☐ No

(Opcional) información de contacto:

Nombre: _____

Dirección: _____

Numero de telefono: _____

Correo electronico: _____

APPENDIX E

COMMUNITY SURVEY RESULTS



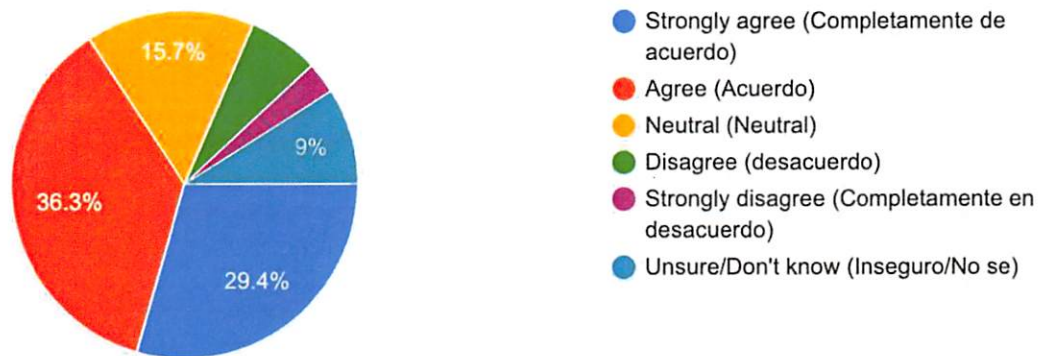
THE VILLAGE OF
DOBBS FERRY
NEW YORK

Dobbs Ferry Police Community Survey
(Encuesta Comunitaria de la Policía de Dobbs Ferry)

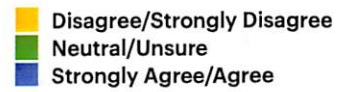
744 responses (online and printed)
Approx 300 written answers

1. The Dobbs Ferry Police Department develops relationships with community members (e.g., residents, organizations, and groups). (El Departamento de Policía de Dobbs Ferry desarrolla relaciones con miembros de la comunidad (por ejemplo, residentes, organizaciones y grupos).

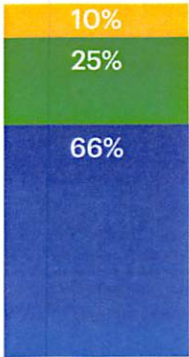
744 responses



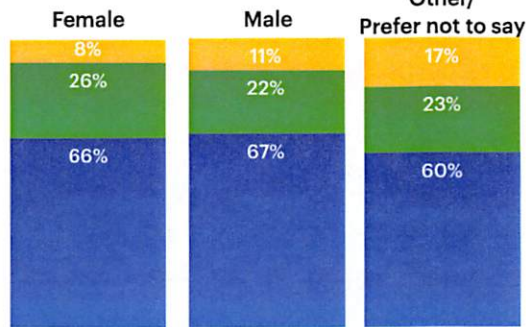
1. The Dobbs Ferry Police Department develops relationships with community members (e.g., residents, organizations, and groups). (El Departamento de Policía de Dobbs Ferry desarrolla relaciones con miembros de la comunidad (por ejemplo, residentes, organizaciones y grupos).



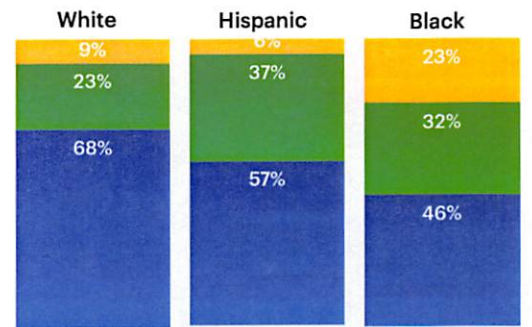
All Responses



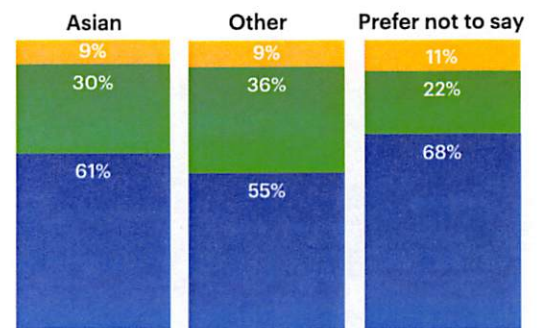
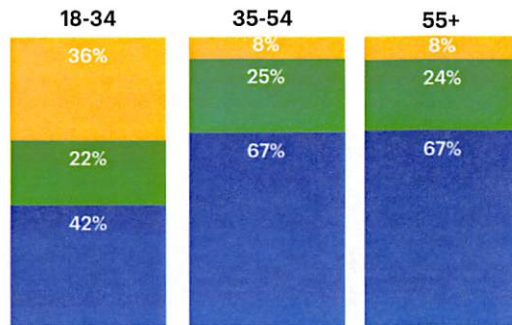
By Gender



By Ethnicity

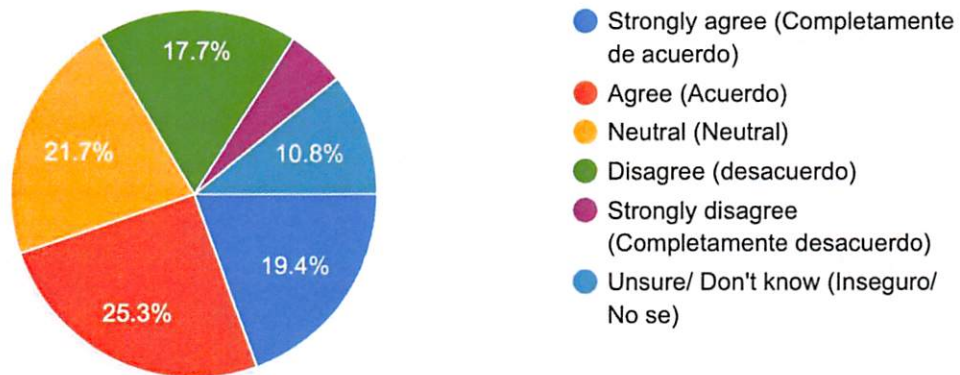


By Age



2. The Dobbs Ferry Police Department regularly communicates with community members (e.g., website, e-mails, social media, public meetings). (El Departamento de Policía de Dobbs Ferry se comunica regularmente con los miembros de la comunidad (por ejemplo, sitio web, correos electrónicos, redes sociales, reuniones públicas).

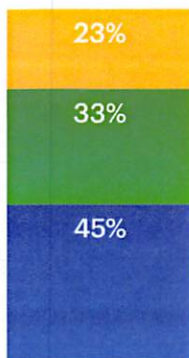
742 responses



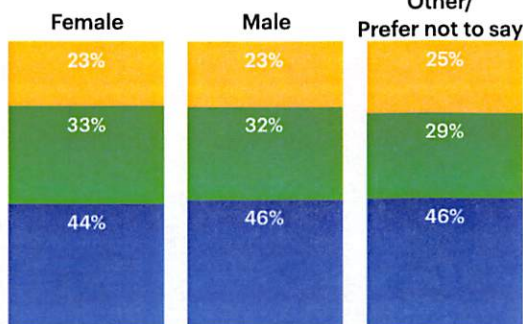
2. The Dobbs Ferry Police Department regularly communicates with community members (e.g., website, e-mails, social media, public meetings). (El Departamento de Policía de Dobbs Ferry se comunica regularmente con los miembros de la comunidad (por ejemplo, sitio web, correos electrónicos, redes sociales, reuniones públicas).

Disagree/Strongly Disagree
Neutral/Unsure
Strongly Agree/Agree

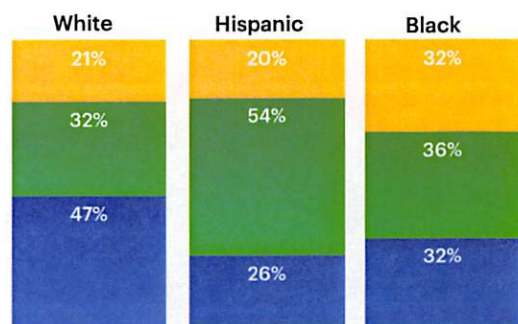
All Responses



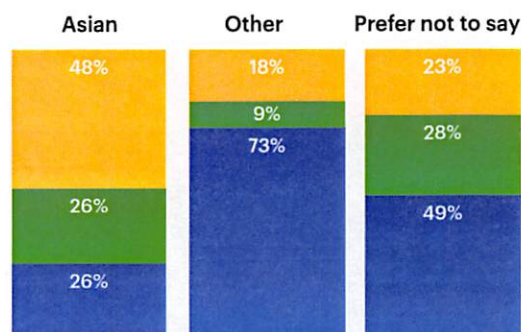
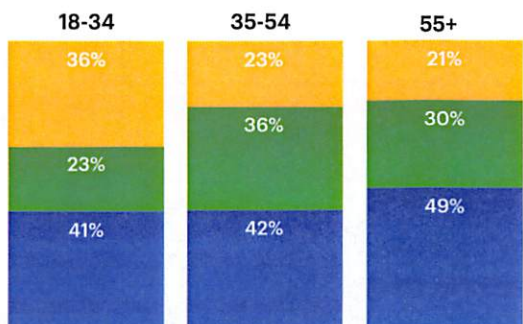
By Gender



By Ethnicity

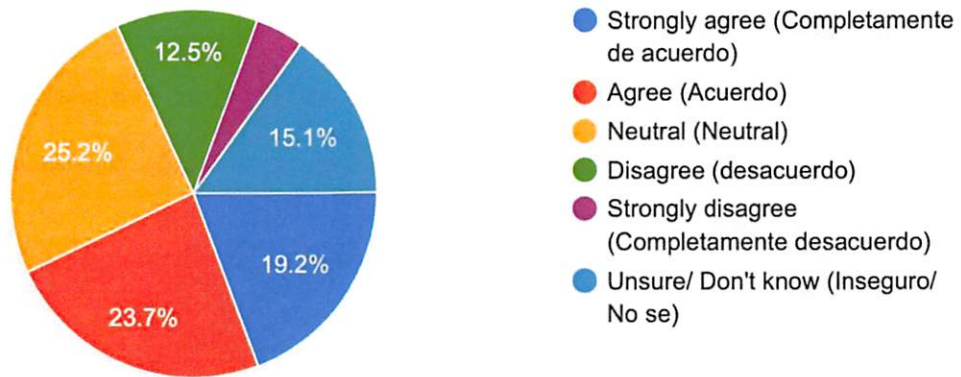


By Age



3. The Dobbs Ferry Police Department makes it easy for community members to provide input (e.g., comments, suggestions, concerns). (El Departamento de Policía de Dobbs Ferry facilita que los miembros de la comunidad brinden información (por ejemplo, comentarios, sugerencias, inquietudes)).

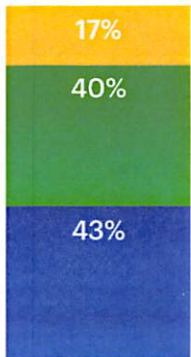
743 responses



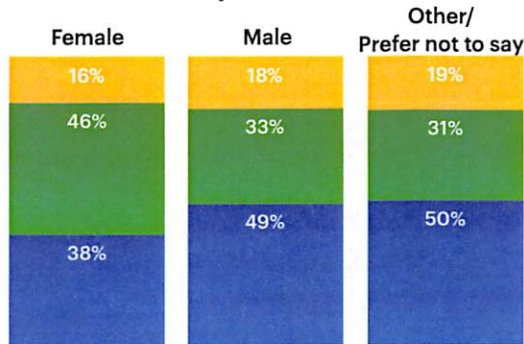
3. The Dobbs Ferry Police Department makes it easy for community members to provide input (e.g., comments, suggestions, concerns). (El Departamento de Policía de Dobbs Ferry facilita que los miembros de la comunidad brinden información (por ejemplo, comentarios, sugerencias, inquietudes).

Disagree/Strongly Disagree
Neutral/Unsure
Strongly Agree/Agree

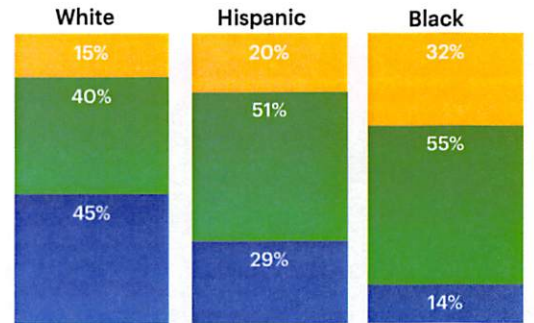
All Responses



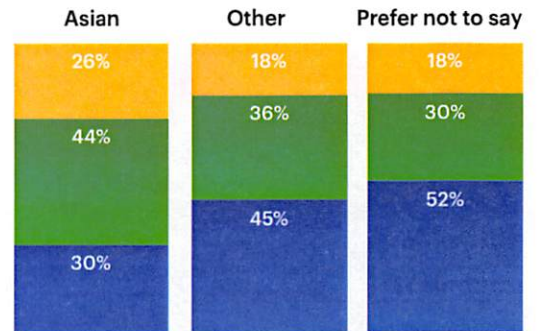
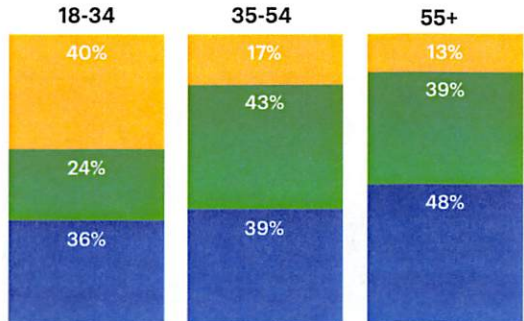
By Gender



By Ethnicity

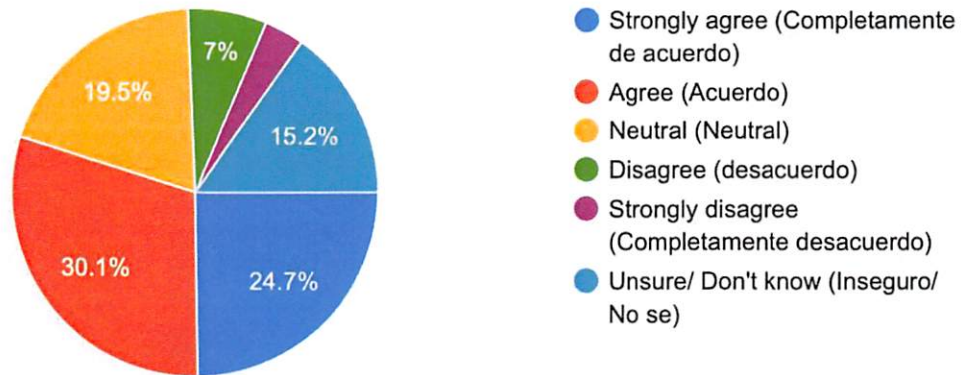


By Age



4. The Dobbs Ferry Police Department works together with community members to solve local problems. (El Departamento de Policía de Dobbs Ferry trabaja junto con los miembros de la comunidad para resolver los problemas locales.)

744 responses



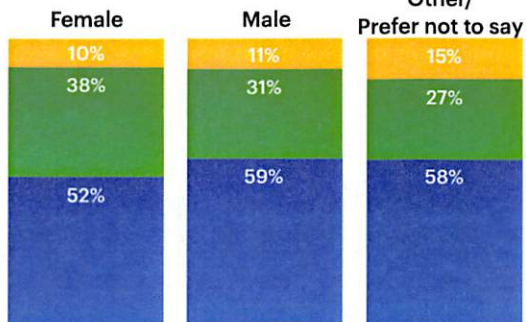
4. The Dobbs Ferry Police Department works together with community members to solve local problems. (El Departamento de Policía de Dobbs Ferry trabaja junto con los miembros de la comunidad para resolver los problemas locales.)

Disagree/Strongly Disagree
Neutral/Unsure
Strongly Agree/Agree

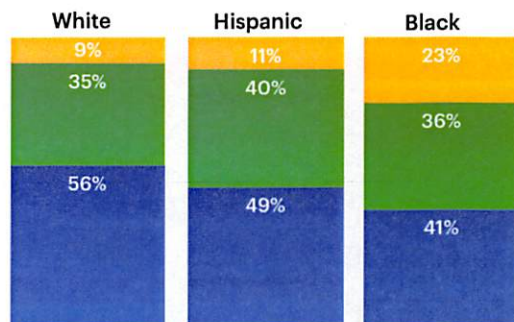
All Responses



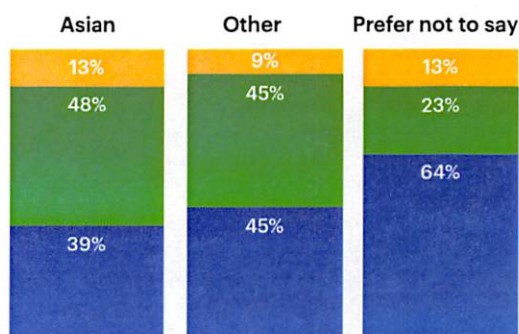
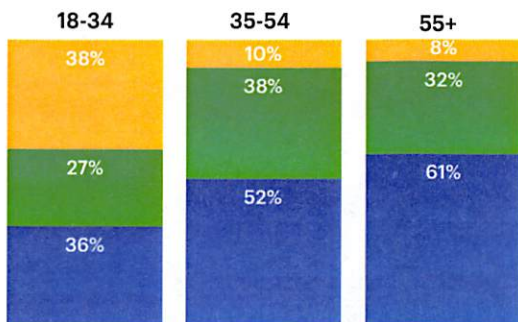
By Gender



By Ethnicity

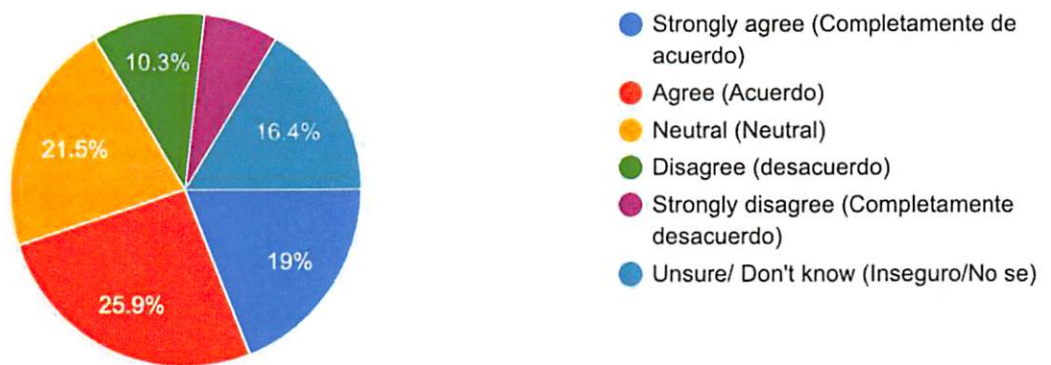


By Age



5. Community Policing involves officers working with the community to address the causes of crime in an effort to reduce the problems themselves through a wide range of activities. Based on this definition, to what extent do you agree the Dobbs Ferry Police Department practices Community Policing? (La Policía Comunitaria involucra oficiales que trabajan con la comunidad para abordar las causas del crimen en un esfuerzo para reducir los problemas ellos mismos a través de una amplia serie de actividades. Según esta definición, ¿en qué medida está de acuerdo con que el Departamento de Policía de Dobbs Ferry practique la vigilancia comunitaria?)

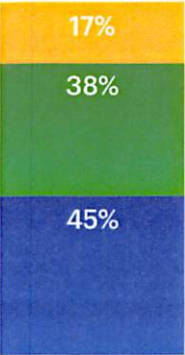
744 responses



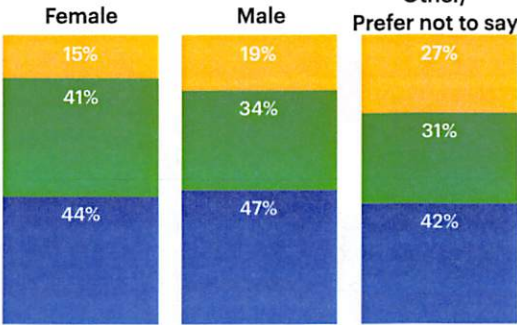
5. Community Policing involves officers working with the community to address the causes of crime in an effort to reduce the problems themselves through a wide range of activities. Based on this definition, to what extent do you agree the Dobbs Ferry Police Department practices Community Policing? (La Policia Comunitaria involucra oficiales que trabajan con la comunidad para abordar las causas del crimen en un esfuerzo para reducir los problemas ellos mismos a través de una amplia serie de actividades. Según esta definición, ¿en qué medida está de acuerdo con que el Departamento de Policía de Dobbs Ferry practique la vigilancia comunitaria?)

- Disagree/Strongly Disagree
- Neutral/Unsure
- Strongly Agree/Agree

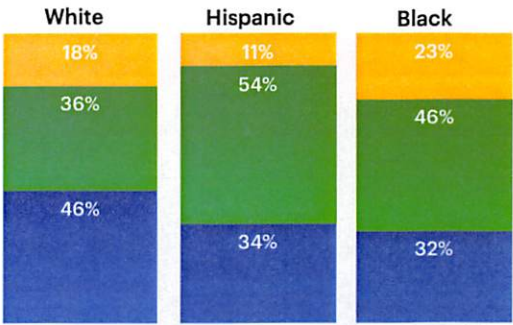
All Responses



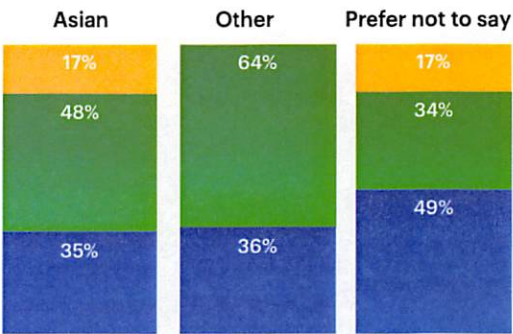
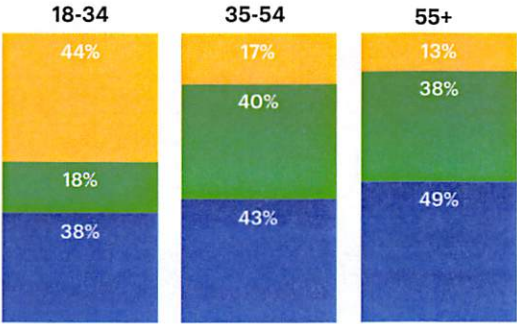
By Gender



By Ethnicity

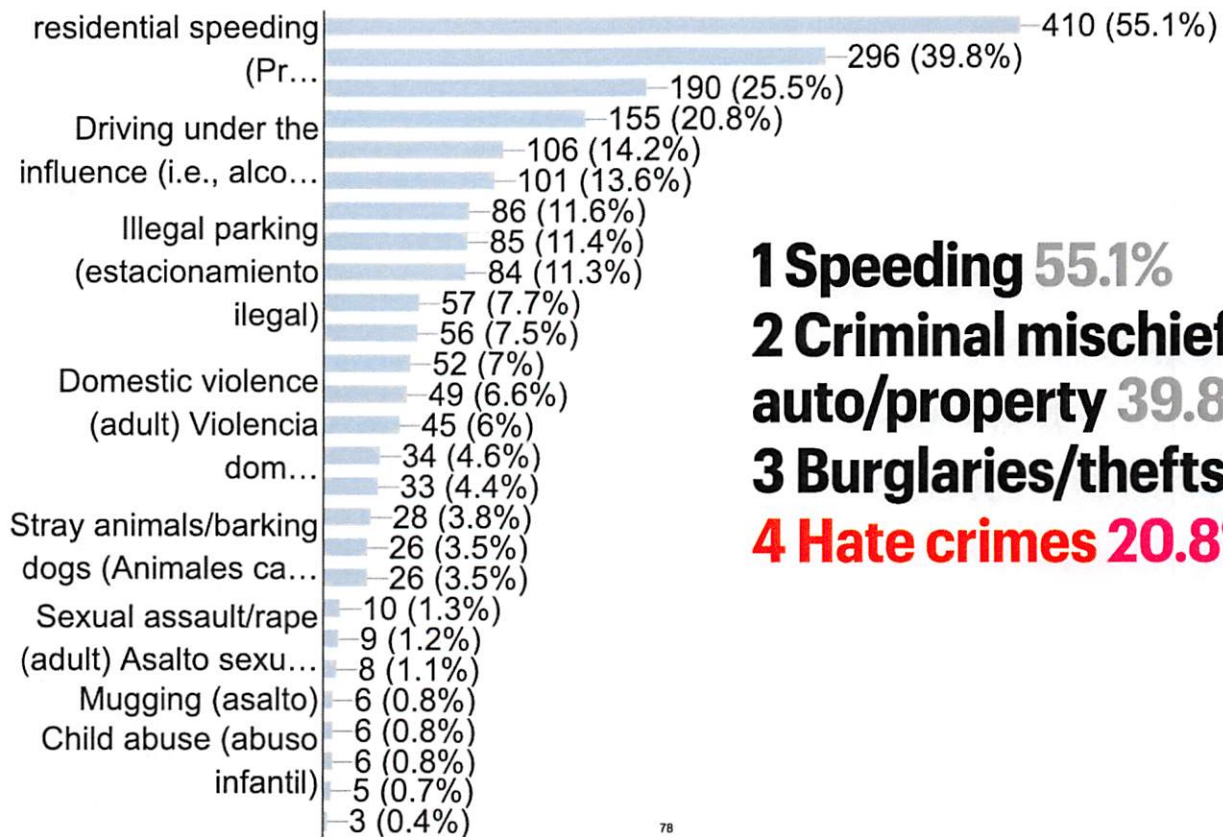


By Age



6. Please select the safety/quality of life issues you think are the greatest problems within the Village of Dobbs Ferry. (Please only choose up to 3 items.) Por favor seleccione los problemas de seguridad/calidad de vida que crea que son los mayores problemas dentro del pueblo de Dobbs Ferry. (Elije solo 3 elementos.)

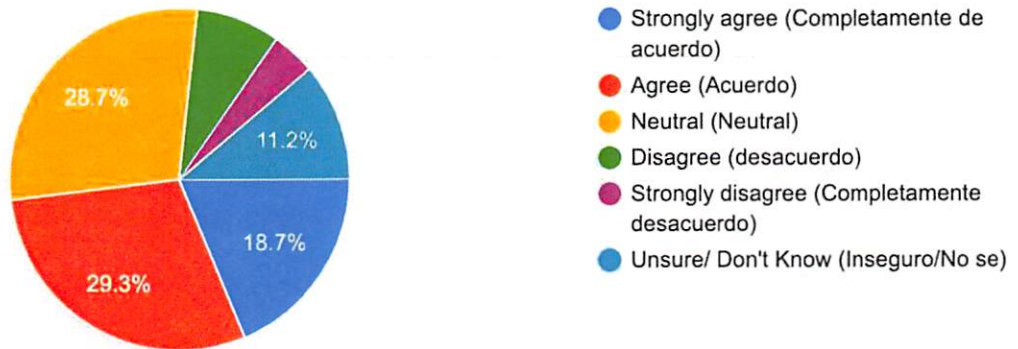
744 responses



1 Speeding 55.1%
2 Criminal mischief to auto/property 39.8%
3 Burglaries/thefts 25.5%
4 Hate crimes 20.8%

7. The Dobbs Ferry Police Department is addressing the problems that concern you. (El Departamento de Policía de Dobbs Ferry está abordando los problemas que le preocupa a usted.)

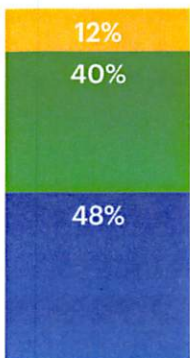
743 responses



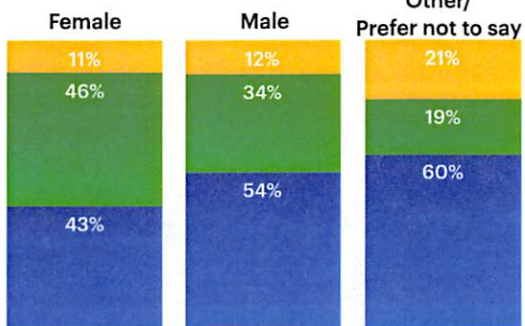
7. The Dobbs Ferry Police Department is addressing the problems that concern you. (El Departamento de Policía de Dobbs Ferry está abordando los problemas que le preocupa a usted.)

Disagree/Strongly Disagree
Neutral/Unsure
Strongly Agree/Agree

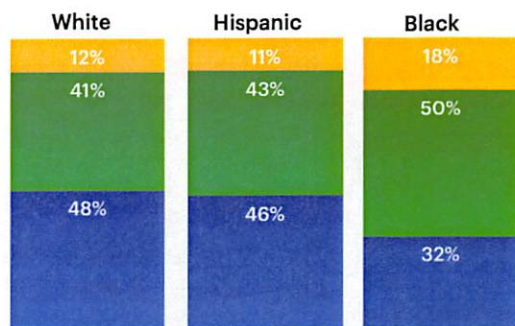
All Responses



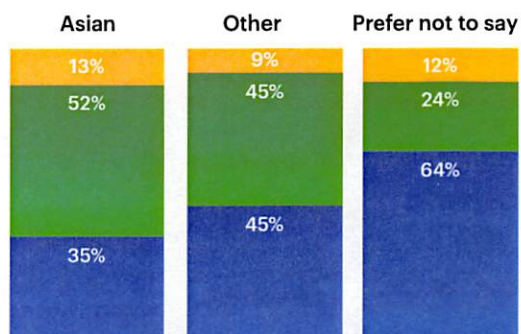
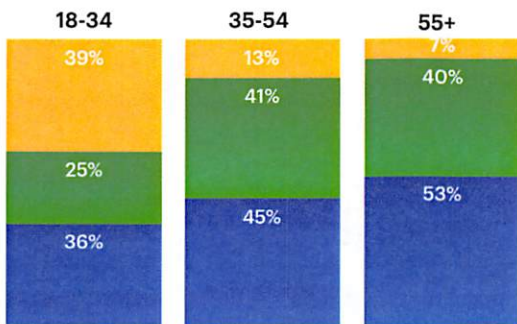
By Gender



By Ethnicity

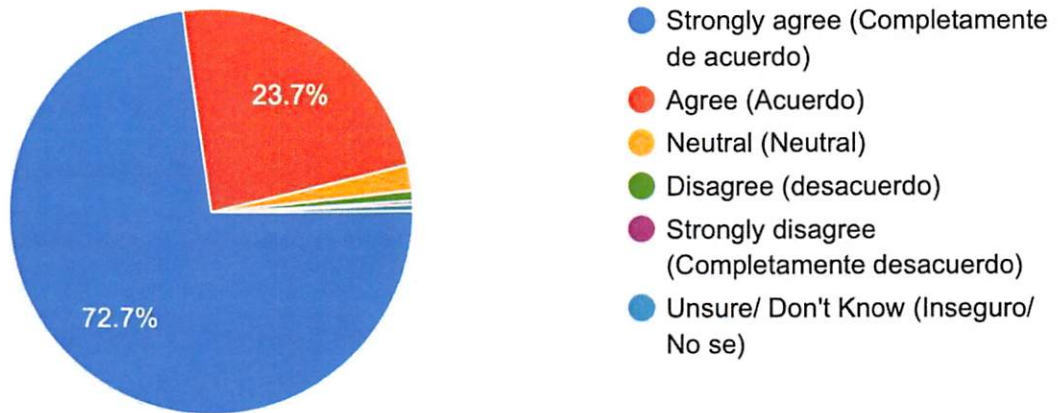


By Age



8. I feel safe in Dobbs Ferry when outside alone during the day? (Me siento seguro/segura en Dobbs Ferry cuando estoy afuera solo/sola durante el día?)

744 responses



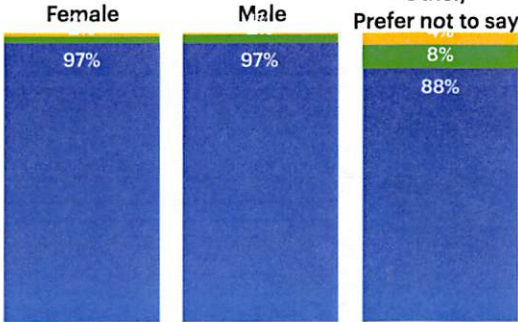
8. I feel safe in Dobbs Ferry when outside alone during the day? (Me siento seguro/segura en Dobbs Ferry cuando estoy afuera solo/sola durante el día?)

- Disagree/Strongly Disagree
- Neutral/Unsure
- Strongly Agree/Agree

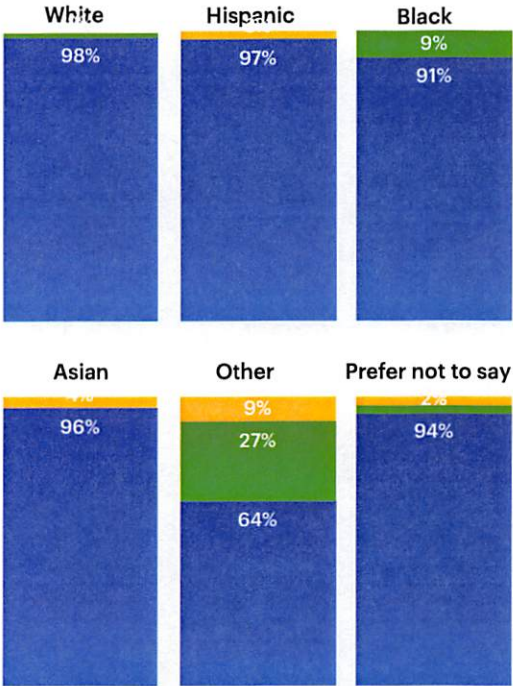
All Responses



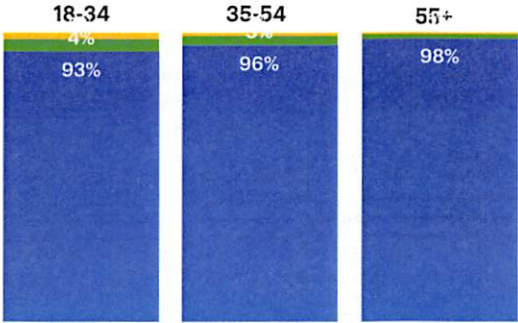
By Gender



By Ethnicity

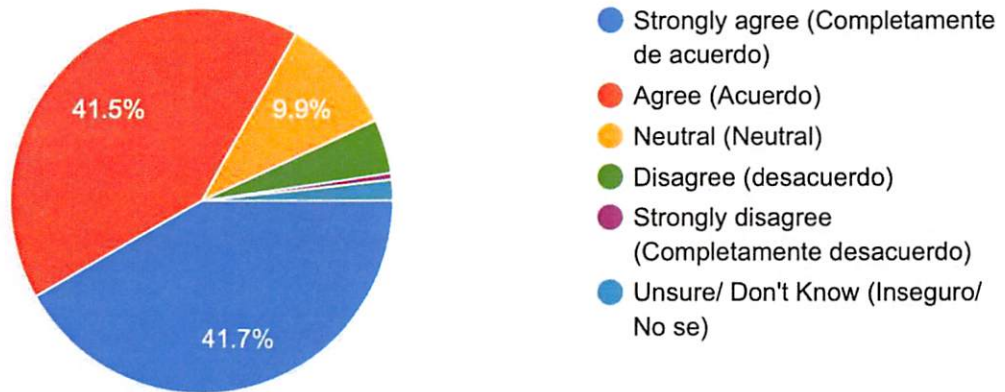


By Age



9. I feel safe in Dobbs Ferry when outside alone at night? (Me siento seguro/segura en Dobbs Ferry cuando estoy afuera solo/sola por la noche?)

744 responses



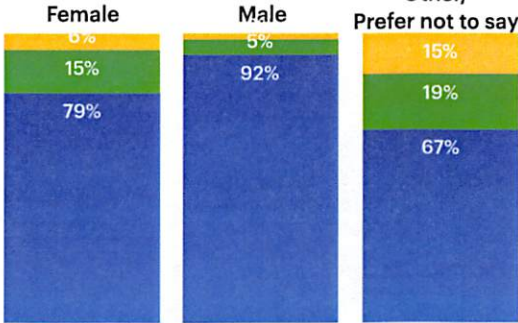
9. I feel safe in Dobbs Ferry when outside alone at night? (Me siento seguro/segura en Dobbs Ferry cuando estoy afuera solo/sola por la noche?)

- Disagree/Strongly Disagree
- Neutral/Unsure
- Strongly Agree/Agree

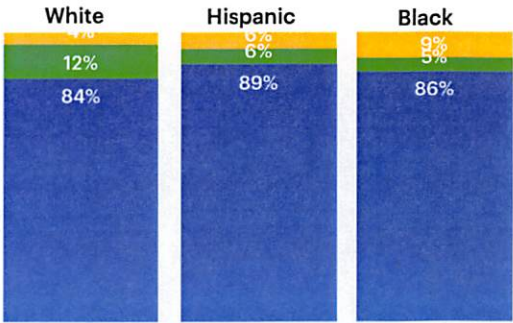
All Responses



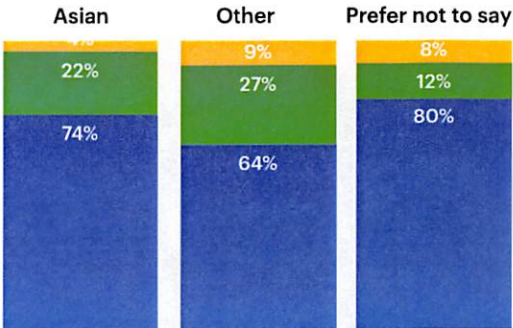
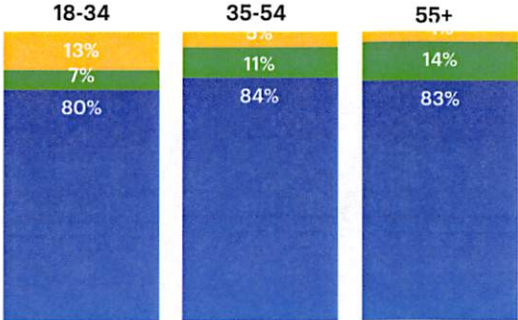
By Gender



By Ethnicity

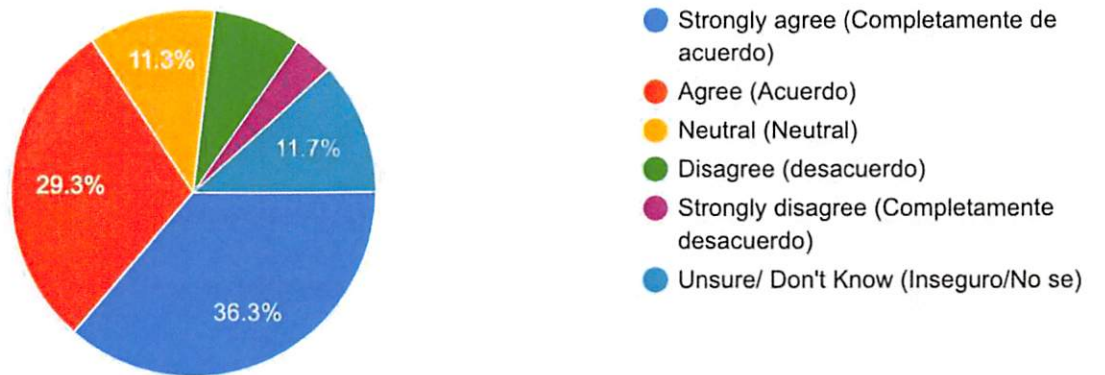


By Age



10. Officers in Dobbs Ferry treat people fairly. (Los oficiales de Dobbs Ferry tratan a las personas de manera justa.)

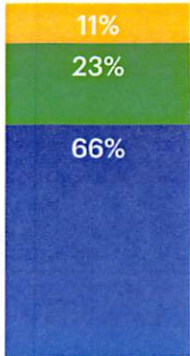
744 responses



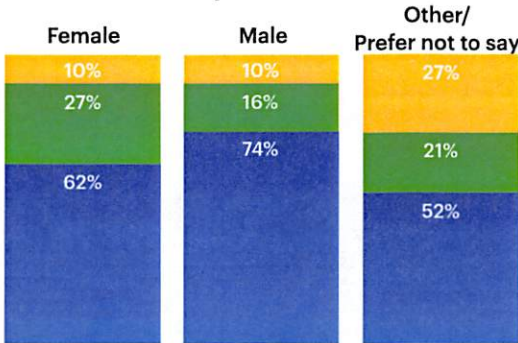
10. Officers in Dobbs Ferry treat people fairly. (Los oficiales de Dobbs Ferry tratan a las personas de manera justa.)

Disagree/Strongly Disagree
Neutral/Unsure
Strongly Agree/Agree

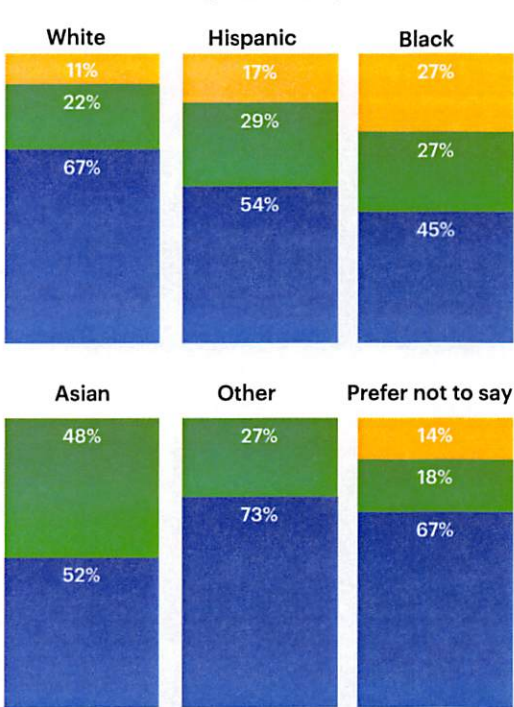
All Responses



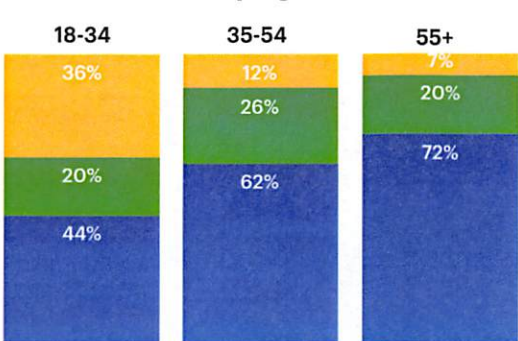
By Gender



By Ethnicity

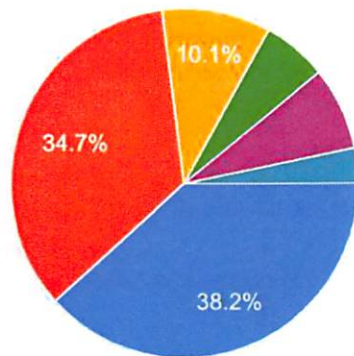


By Age



11. Officers in the Dobbs Ferry Police Department are respectful. (Los oficiales de Dobbs Ferry son respetuosos.)

743 responses



- Strongly agree (Completamente de acuerdo)
- Agree (Acuerdo)
- Neutral (Neutral)
- Disagree (desacuerdo)
- Strongly disagree (Completamente desacuerdo)
- Unsure/ Don't Know (Inseguro/No se)

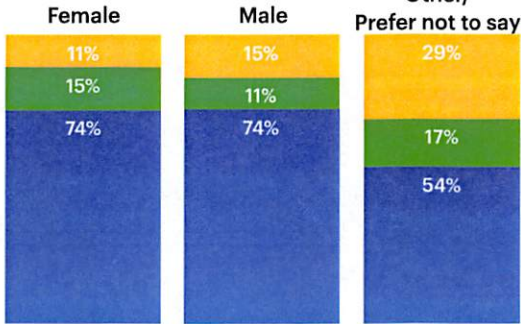
11. Officers in the Dobbs Ferry Police Department are respectful. (Los oficiales de Dobbs Ferry son respetuosos.)

- Disagree/Strongly Disagree
- Neutral/Unsure
- Strongly Agree/Agree

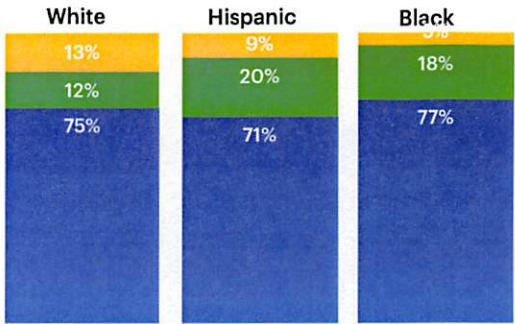
All Responses



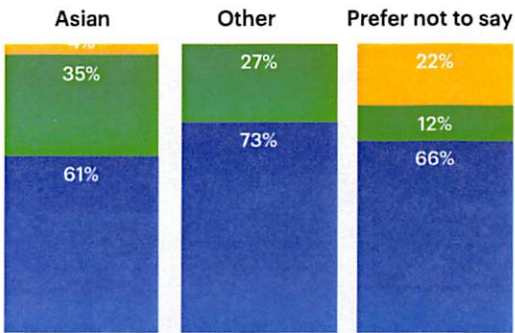
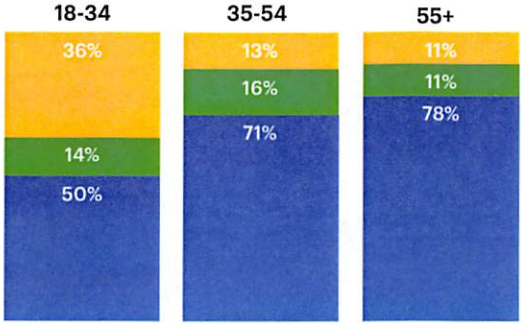
By Gender



By Ethnicity

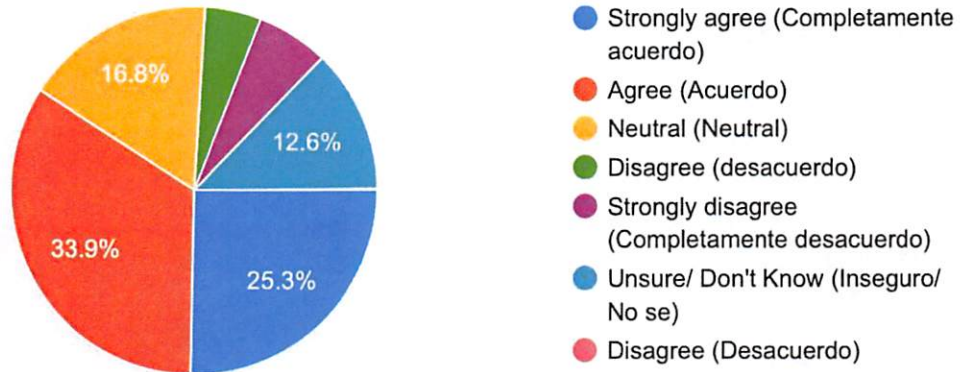


By Age



12. The Dobbs Ferry Police Department is responsive to the concerns of Community Members. (El Departamento de Policía de Dobbs Ferry responde a las preocupaciones de los miembros de la comunidad.)

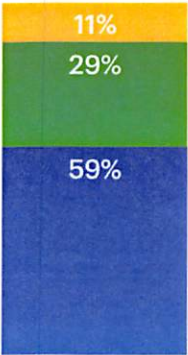
744 responses



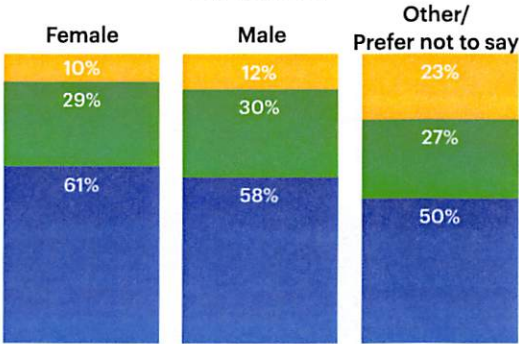
12. The Dobbs Ferry Police Department is responsive to the concerns of Community Members. (El Departamento de Policía de Dobbs Ferry responde a las preocupaciones de los miembros de la comunidad.)

- Disagree/Strongly Disagree
- Neutral/Unsure
- Strongly Agree/Agree

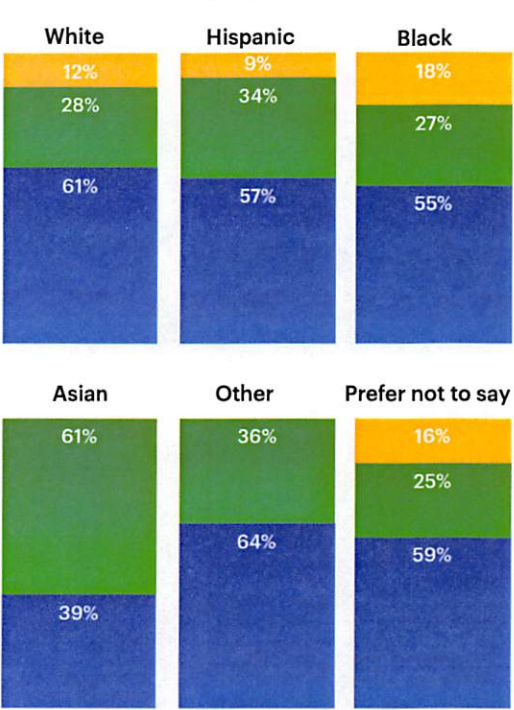
All Responses



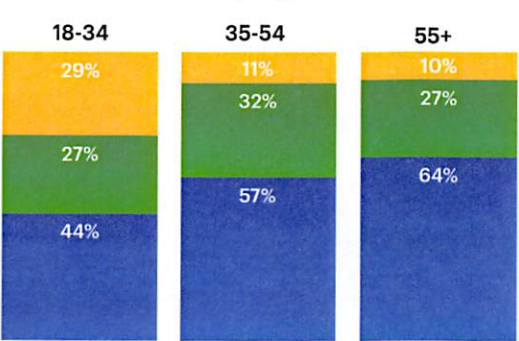
By Gender



By Ethnicity

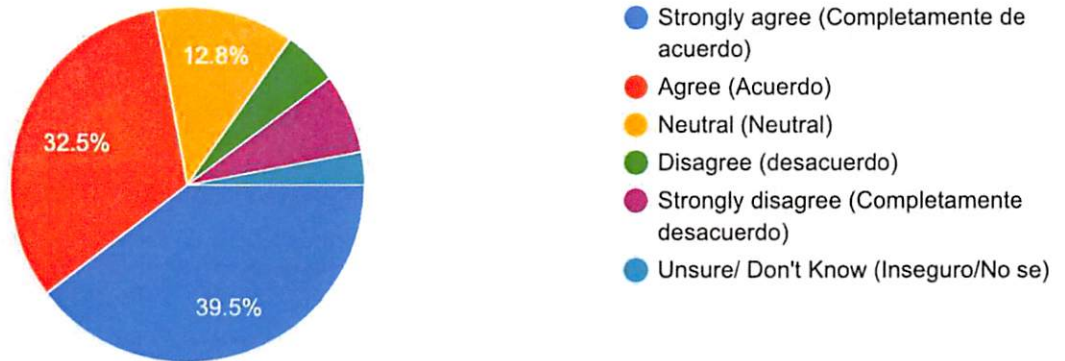


By Age



13. I trust the Dobbs Ferry Police Department. (Confío en el Departamento de Policía de Dobbs Ferry.)

744 responses



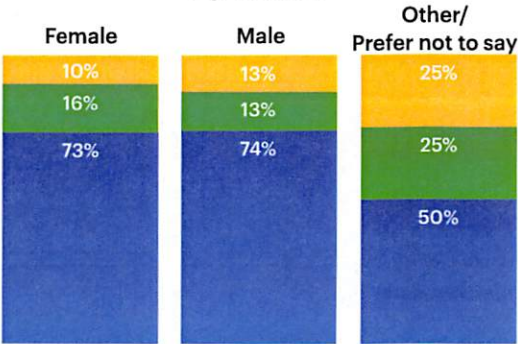
13. I trust the Dobbs Ferry Police Department. (Confío en el Departamento de Policía de Dobbs Ferry.)

- Disagree/Strongly Disagree
- Neutral/Unsure
- Strongly Agree/Agree

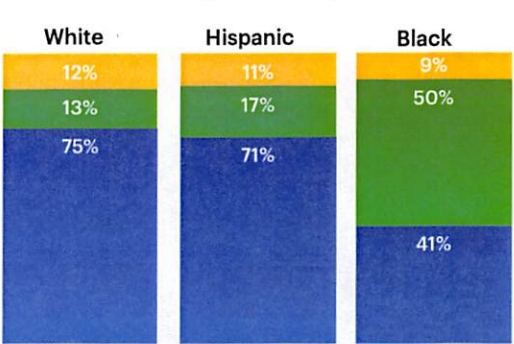
All Responses



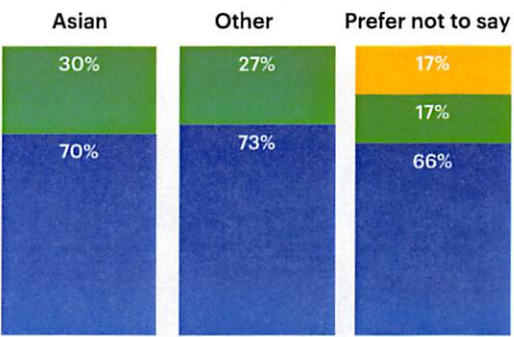
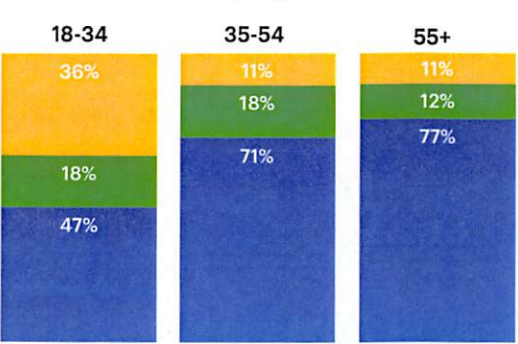
By Gender



By Ethnicity

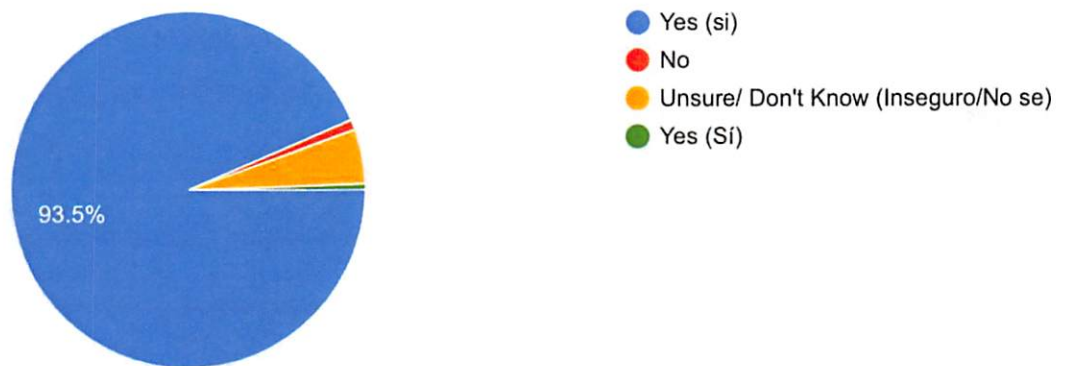


By Age



14. Would you call the police if you needed help or if you were the witness of a crime?
(¿Llamaría a la policía si necesitara ayuda o si fuera testigo de un crimen?)

744 responses



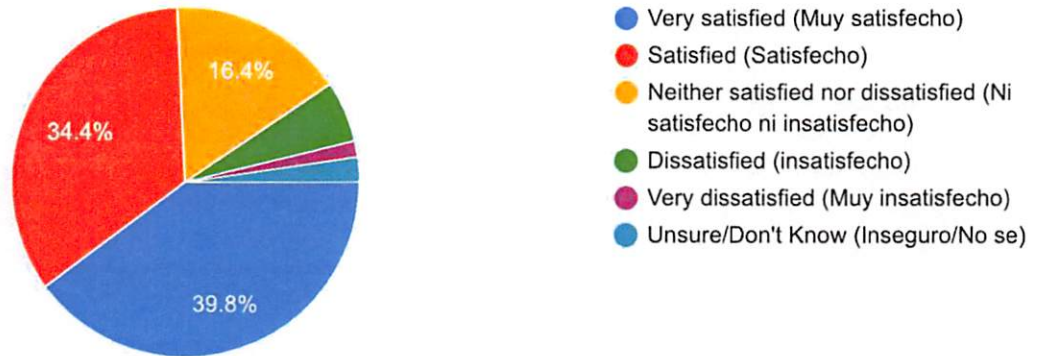
15. Within the last 12 months, have you had contact with an officer in the Dobbs Ferry Police Department? If so, did the officer sufficiently explain his or her actions and/or procedures?
(En los últimos 12 meses, ¿ha tenido contacto con un oficial del Departamento de Policía de Dobbs Ferry? Si es así, ¿el oficial explicó suficientemente sus acciones y/o procedimientos?)

744 responses



16. Are you satisfied with the overall performance of the Dobbs Ferry Police Department?
(¿Está satisfecho con el desempeño general del Departamento de Policía de Dobbs Ferry?)

744 responses



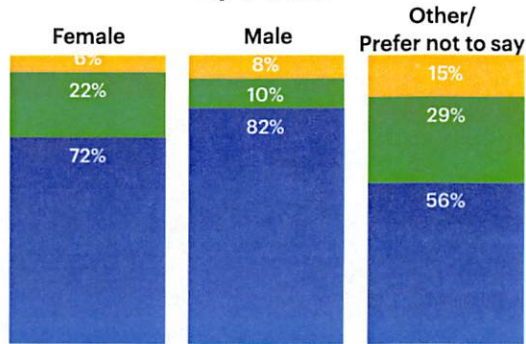
16. Are you satisfied with the overall performance of the Dobbs Ferry Police Department?
 (¿Está satisfecho con el desempeño general del Departamento de Policía de Dobbs Ferry?)

Disagree/Strongly Disagree
 Neutral/Unsure
 Strongly Agree/Agree

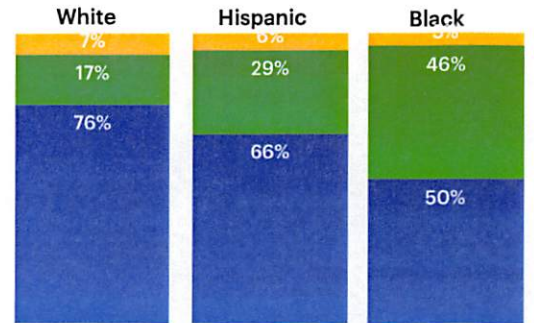
All Responses



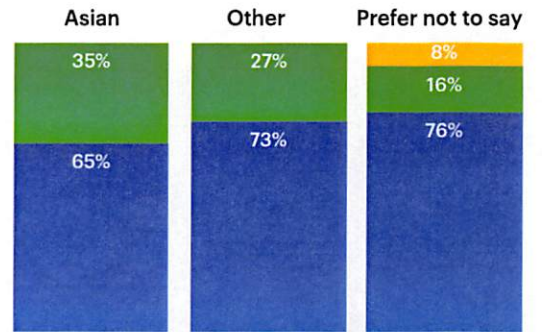
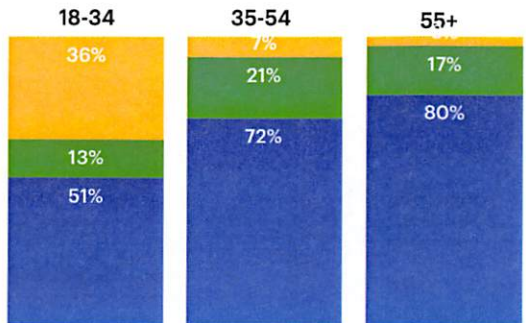
By Gender



By Ethnicity

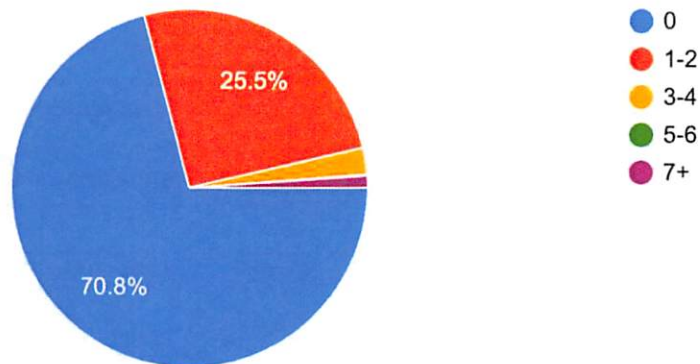


By Age



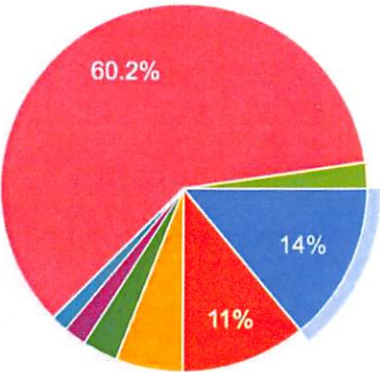
17. How many times in the past 12 months have you had contact with the Dobbs Ferry Police Department for traffic issues (e.g. citation, warning, motor vehicle accident?) ¿Cuántas veces en los últimos 12 meses ha tenido contacto con el Departamento de Policía de Dobbs Ferry por problemas de tráfico (p.ej. citación, advertencia, accidente de vehículo motorizado)?

744 responses



18. Were you satisfied with your interaction(s) with the Dobbs Ferry Police Department for traffic issues in the past 12 months? (¿Estuvo satisfecho con su interacción con el Departamento de Policía de Dobbs Ferry por problemas de tráfico en los últimos 12 meses?)

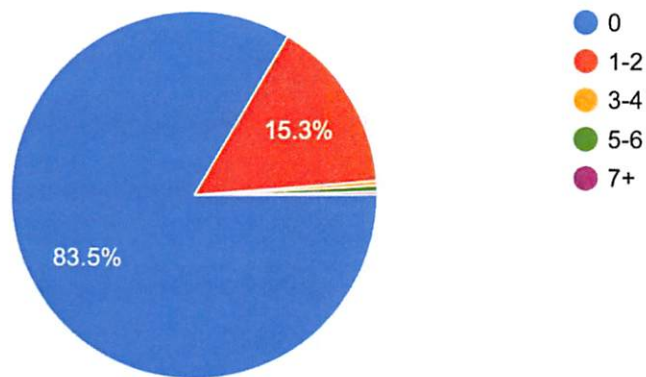
744 responses



- Very satisfied (Muy satisfecho)
- Satisfied (Satisfecho)
- Neither satisfied nor dissatisfied (Ni satisfecho ni insatisfecho)
- Dissatisfied (insatisfecho)
- Very dissatisfied (Muy insatisfecho)
- Unsure/Don't Know (Inseguro/No se)
- I have not had contact with the Dobbs Ferry Police for traffic issues in the las..
- Sin contacto con la policía de Dobbs...

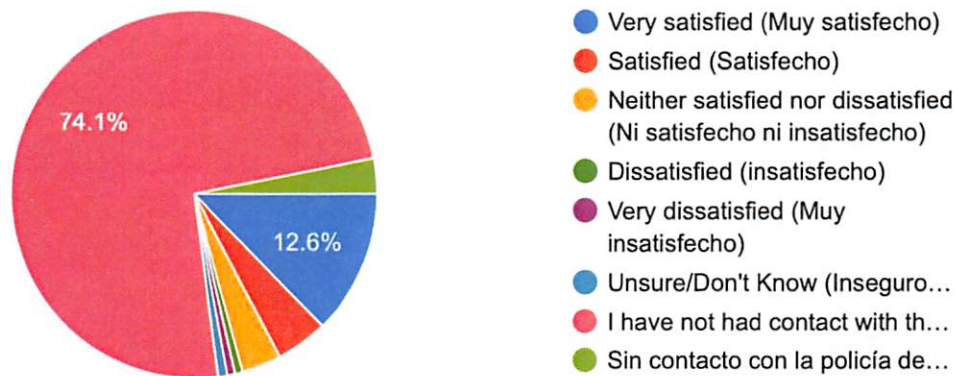
19. How many times in the past 12 months have you had contact with the Dobbs Ferry Police Department for 911 emergency calls? (¿Cuántas veces en los últimos 12 meses ha tenido contacto con el Departamento de Policía de Dobbs Ferry para llamadas de emergencia al 911?)

744 responses



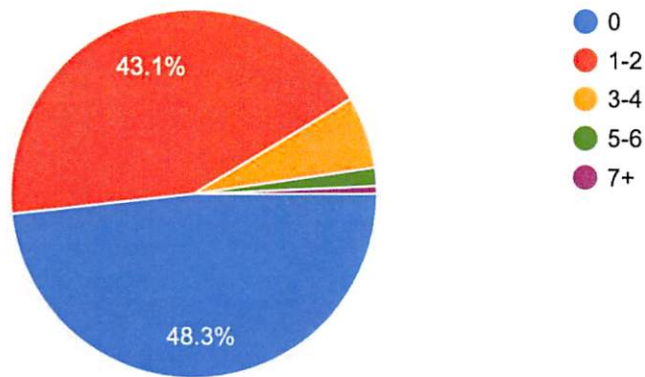
20. Were you satisfied with your interaction(s) with the Dobbs Ferry Police Department for 911 emergency calls in the past 12 months? (¿Estuvo satisfecho con su interacción (es) con el Departamento de Policía de Dobbs Ferry para las llamadas de emergencia al 911 en los últimos 12 meses?)

744 responses



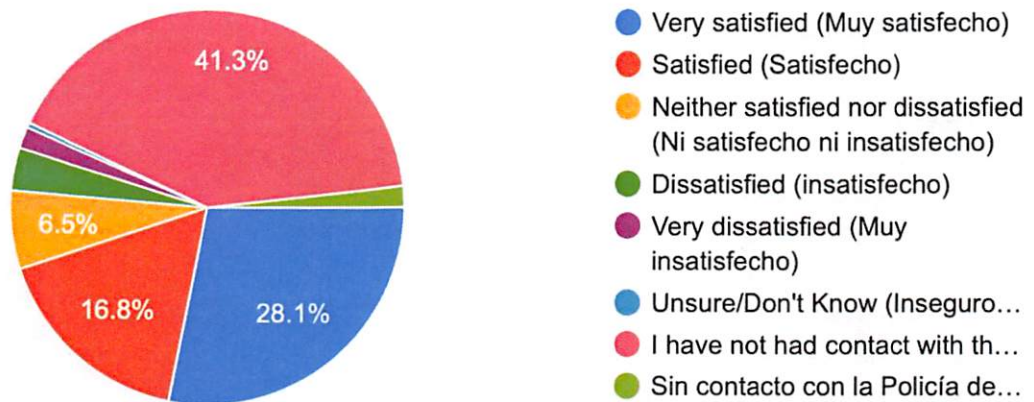
21. How many times in the past 12 months have you had contact with the Dobbs Ferry Police Department for non-emergency calls (e.g. to report a crime, suspicious activity, quality of life issue such as a noise ordinance or curb your dog issue, parking questions, or storm related question/concern)? ¿Cuántas veces en los últimos 12 meses ha tenido contacto con el Departamento de Policía de Dobbs Ferry para llamadas que no son de emergencia (p.ej. para reportar un crimen, actividad sospechosa, problema de calidad de vida como una ordenanza de ruido o frenar el problema de su perro, preguntas sobre estacionamiento o pregunta/preocupación relacionada con una tormenta)?

744 responses



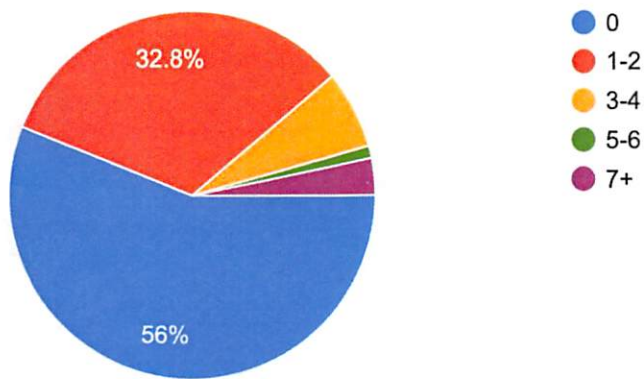
22. Were you satisfied with your interaction(s) with the Dobbs Ferry Police Department for Non-Emergency Calls in the past 12 months? (¿Estuvo satisfecho con sus interacciones con el Departamento de Policía de Dobbs Ferry para llamadas que no son de emergencia en los últimos 12 meses?)

744 responses



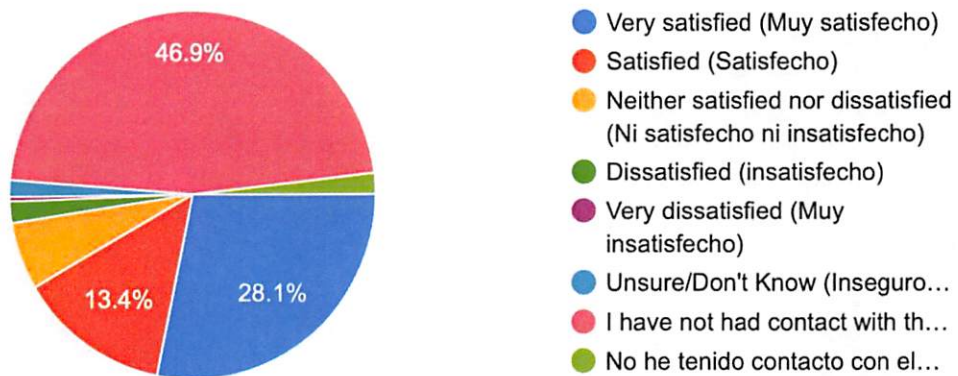
23. How many times in the past 12 months have you had contact with the Dobbs Ferry Police Department through other interactions or events (e.g. attend a community meeting, Coffee with a Cop, or talk to an officer out on patrol)? ¿Cuántas veces en los últimos 12 meses ha tenido contacto con el Departamento de Policía de Dobbs Ferry a través de otras interacciones o eventos (p.ej. asistir a una reunión comunitaria, tomar un café con un policía o hablar con un oficial de patrulla)?

744 responses



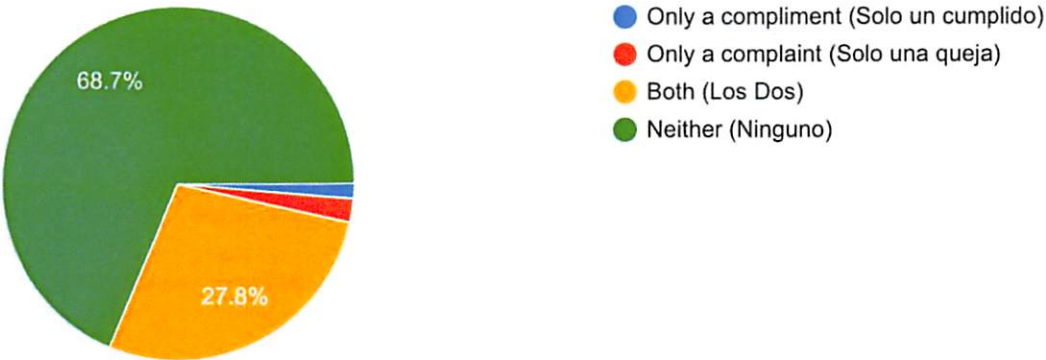
24. Were you satisfied with your interaction(s) with the Dobbs Ferry Police Department through other interactions or events in the past 12 months?
(¿Estuvo satisfecho con sus interacciones con el Departamento de Policía de Dobbs Ferry a través de otras interacciones o eventos en los últimos 12 meses?)

744 responses



25. Do you know how to submit a compliment and/or complaint regarding the Dobbs Ferry Police Department? (¿Sabe cómo enviar un cumplido y / o una queja con respecto al Departamento de Policía de Dobbs Ferry?)

744 responses



26. What types of community programs would you like to see implemented?
¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

291 Responses

108 RE: Youth & Senior Programs/Educational/Community Service
51 RE: Community Engagement/Officer Attitude
43 RE: Racism/DEI/Training
28 RE: Traffic and Safety
16 RE: General Positive
12 RE: Communication/Transparency
7 RE: Policies/Equipment
1 RE: Hiring/Recruitment

26. What types of community programs would you like to see implemented?

¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

RE: Youth & Senior Programs/Educational/Community Service

“DFPD should have a special unit or program that encourages officer having positive interactions with ALL youths in the neighborhood”

“Ice cream for the kids with cops”

26. What types of community programs would you like to see implemented?

¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

RE: Youth & Senior Programs/Educational/Community Service

“More outreach and visible engagement with youths and young adults to develop trust and respect for law enforcement. ”

“Maybe mentoring programs within the HS and Children's Village.”

26. What types of community programs would you like to see implemented?

¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

RE: Community Engagement/Officer Attitude

“I know that there are community programs in the schools, but what about the Community on The Hill..... The Children's Village? Either with the residents of that community or the children of the sub community of The Children's Village (Staff's children). What community program caters to them? Their issues are different from the children in THE REAL Dobbs Ferry community.”

26. What types of community programs would you like to see implemented?

¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

RE: Community Engagement/Officer Attitude

“Officers should make more effort to get to know residents by a simple wave, saying hello and how are you, introducing themselves.”

“Would love to see the police department interact with community members online via social media. “

26. What types of community programs would you like to see implemented?
¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

RE: Racism/DEI/Training

“Education on the effects of racial bias, education on anti racism and how to unite a community”

“Spanish speaking events, Events to support the Black community. The Forth of July is a big deal, but no events for other big says that support the foundation of this Country like MLK or Juneteenth.”

26. What types of community programs would you like to see implemented?
¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

RE: Racism/DEI/Training

“Targeted community group outreach might be helpful. Some people maybe too shy or may feel intimidated to show up on Main Street among a large group of White People.”

26. What types of community programs would you like to see implemented?

¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

RE: Communication/Transparency

“I have no idea what events are currently being done.”

“I'd like to see a monthly report in our town to report on criminals, issues, neighborhood fights etc so we are aware what's going on in our town.”

26. What types of community programs would you like to see implemented?

¿Qué tipo de programas comunitarios le gustaría ver implementados?

291 responses

RE: Communication/Transparency

“Ways to understand how the budget and priorities are set for the department and whether the residents can have input into that. It is somewhat disconcerting to see officers carrying assault weapons knowing that my tax money paid for that. Militarizing the police in this community seems extreme when the greatest threats to public safety appear to be speeding, minor/underage drug use and occasional vandalism. If there's more going on here that necessitates the need for that, would like to be informed about that.”

27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.)

298 responses

298 Responses

101 RE: General Positive
45 RE: Policies/Equipment
34 RE: Community Engagement/Officer Attitude
33 RE: Racism/DEI/Training
24 RE: Traffic and Safety
15 RE: Hiring/Recruitment
12 RE: Communication/Transparency
3 RE: Auto mischief
2 RE: Youth & Senior Programs/Educational/Community Service

27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.)

298 responses

RE: General Positive

“The officers that I met always behaved very well.”

“Muy profesional y excelente equipo”

“I have lived in Dobbs for more than 14 years and I am grateful and thankful for our police. I feel safe in Dobbs as the police does their patrols and there is always a police presence for large/small events.”

27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.)

298 responses

RE: Policies/Equipment

“Parking Enforcement needs to do their job and ticket ALL violators, not pick abs choose who gets a ticket and who doesn’t. I’ve experienced this numerous times. I’ve seen cars parked for weeks in the same spot and not get one ticket. Yet, my child parked in front of said car, and received a ticket. Why is this happening?”

“Please stop carrying military style weapons. ”

27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.)

298 responses

RE: Community Engagement/Officer Attitude

“Police officers should be friendly to all residents in Dobbs Ferry”

“I only know one officer on the force. How can we get to know the others?”

“Would like to have more human interaction with Dobbs Ferry police. I only see them driving by.”

27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.)

298 responses

RE: Racism/DEI/Training

“I would like to see the Police Dept taking a more measured and proactive stance in what these racially motivated crimes have been committed over the last year. Given the heightened awareness and sensitivity around the topic, I thought it should've been held to a much greater sense of urgency.”

27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.)

298 responses

RE: Racism/DEI/Training

“I feel safe with my neighbors but if I am out at night I have been profiled. I do not feel safe with the police, its scary thinking about it. If they see me at night just because of my skin I may be considered a threat and end up on the news.”

27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.)

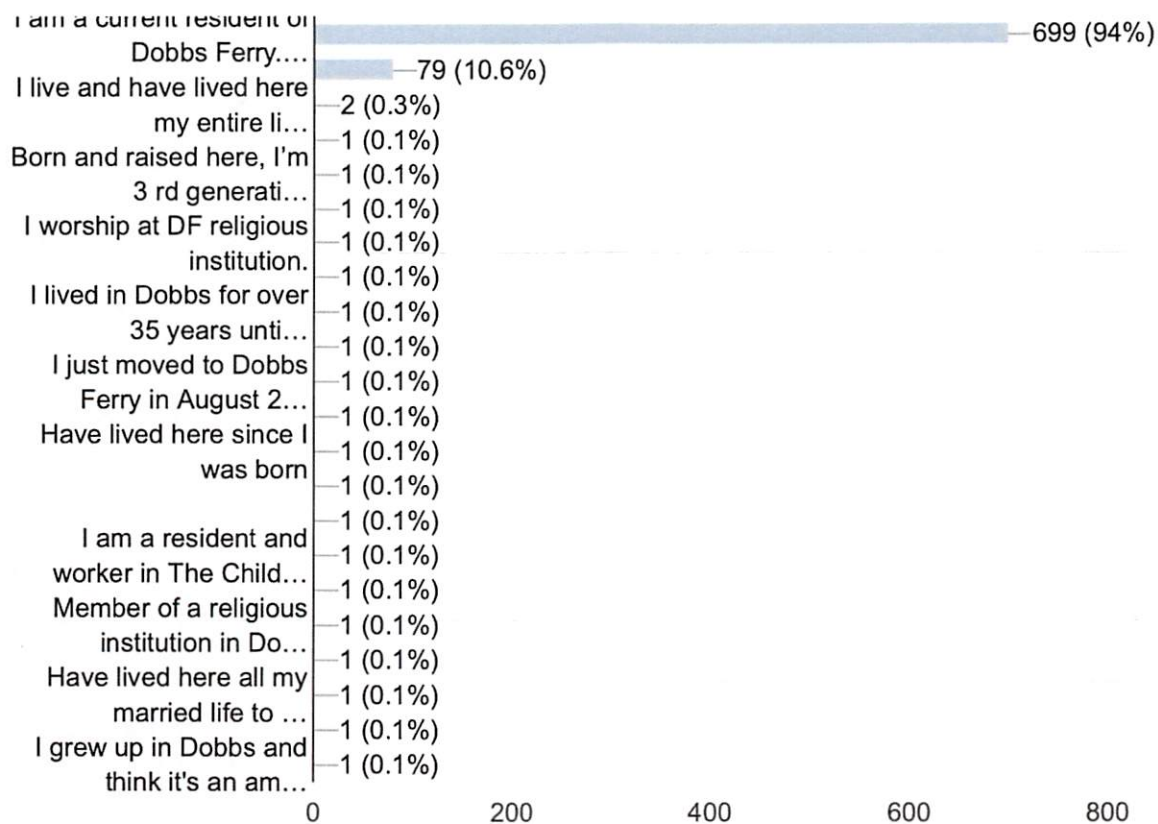
298 responses

RE: Traffic/Safety

“Generally speaking, I have nothing but high praise for the professionalism and courtesy of the officers on-duty - especially when directly called upon to assist with anything... However, I have noticed two things: 1) people who are associated with the police, like crossing guards, have been known to say offensive things in public ... 2) It confuses the heck out of me to see police officers sitting in cars at the high school and they don't seem to be aware of drivers failing to yield to pedestrians or clearly speeding.”

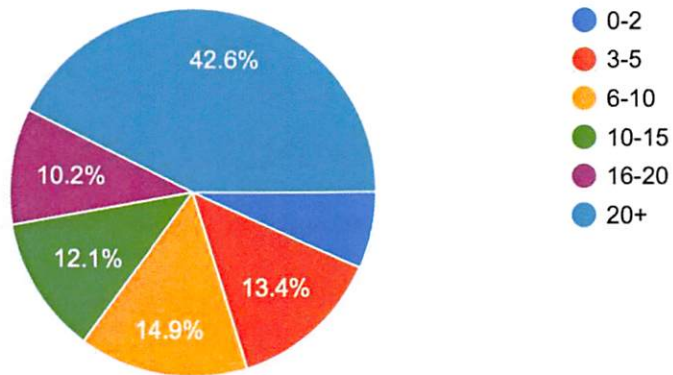
28. What is your relationship to Dobbs Ferry? (can choose multiple). ¿Cuál es su relación con Dobbs Ferry? (puede elegir varios)

744 responses



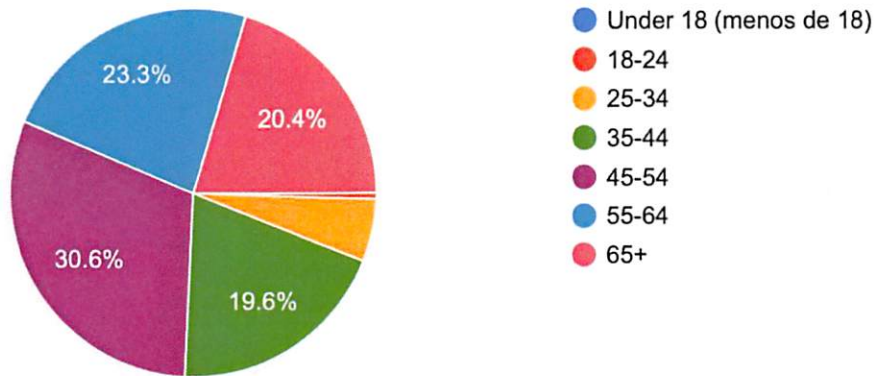
29. How many years have you lived/worked in Dobbs Ferry? (¿Cuántos años ha vivido / trabajado en Dobbs Ferry?)

744 responses



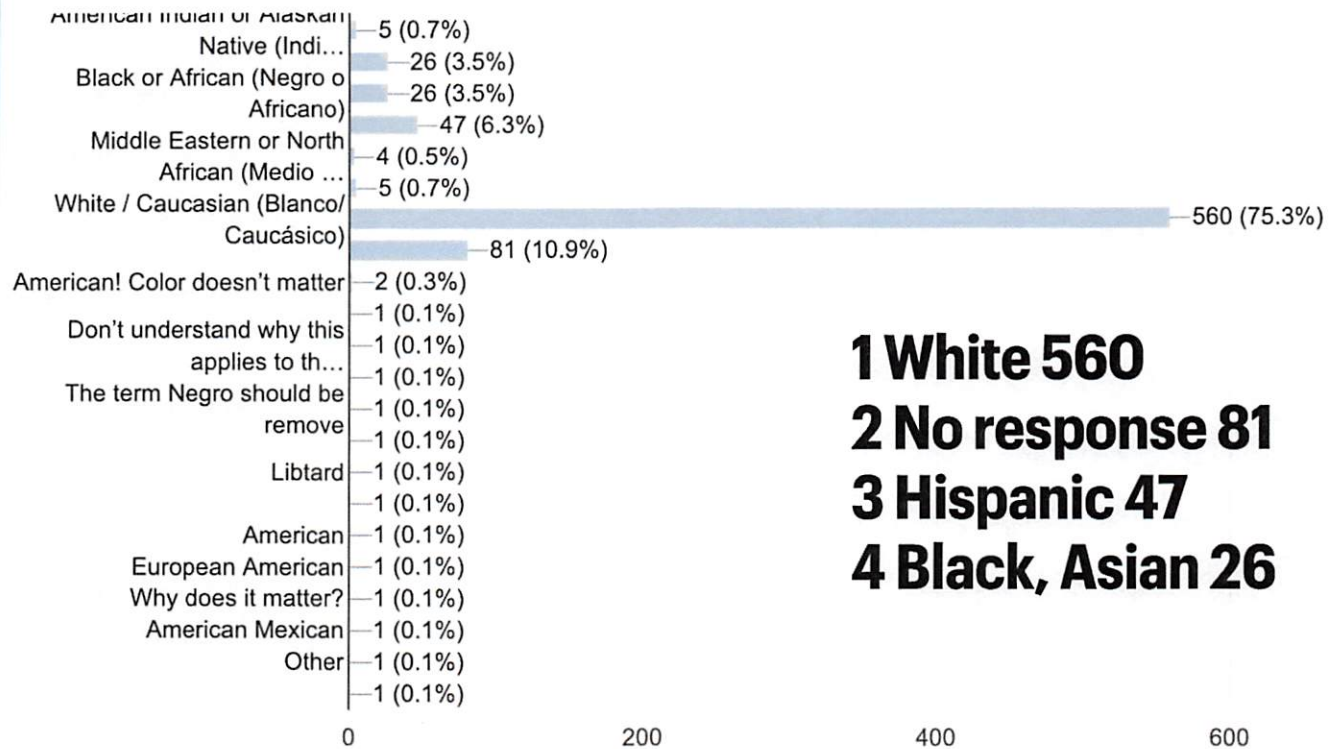
30. What is your age? (Cual es tu edad?)

744 responses



31. Which of the following best describes you? (Check all that apply) ¿Cuál de las siguientes te describe mejor? (Marque todo lo que corresponda)

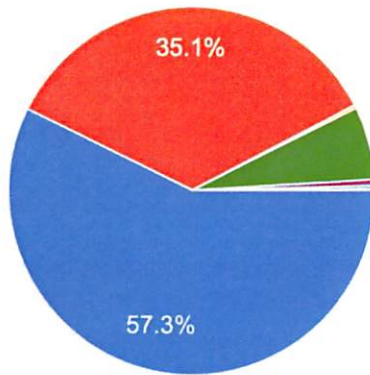
744 responses



1 White 560
2 No response 81
3 Hispanic 47
4 Black, Asian 26

32. What is your gender? (¿Cuál es su género?)

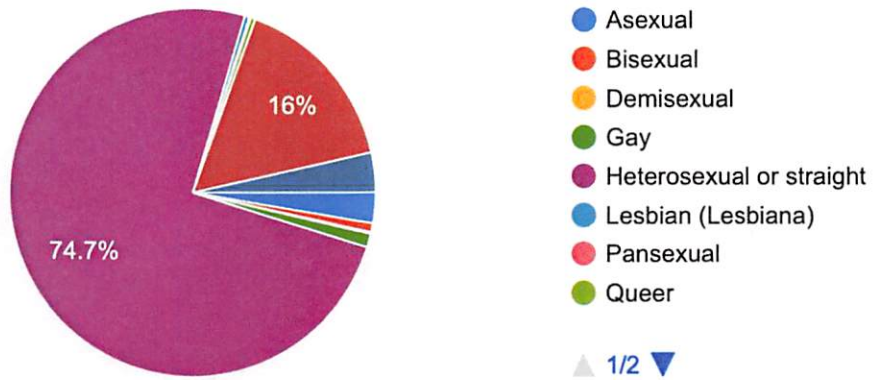
744 responses



- Female (hembra)
- Male (Hombre)
- Non binary (No binario)
- Prefer not to say (prefiero no decirlo)
- Female (Hembra)
- Thank you for offering non-binary! I am female but I just...
- Male, but FYI the next question should allow multiple answers

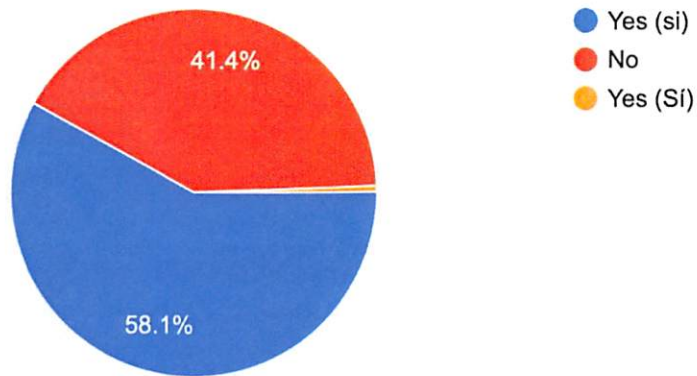
33. What is your sexual orientation? (¿Cual es tu orientacion sexual?)

744 responses



34. Would you be interested in participating in additional surveys or community meetings/discussions regarding the Dobbs Ferry Police Department? (¿Estaría interesado en participar en encuestas adicionales o reuniones / discusiones de la comunidad sobre el Departamento de Policía de Dobbs Ferry?)

744 responses



Public Forum Comments from February 25, 2021

“An officer rudely exclaimed, “What do you want?” to a client from Dobbs Ferry Food Pantry when the person was trying to hand in the survey at Village Hall. Officer relations can improve for all groups of people.”

“It is important to understand how representative the survey is according to the population of Dobbs Ferry. The data should be weighted to give a more representative reading. Smaller percentages of a response could represent a large percent of the feelings of a specific group.”

Public Forum Comments from February 25, 2021

“Can Dobbs Ferry be more proactive with hiring practices so that cops with dubious background and experiences are weeded out?”

“Why do our officers need to drive around with weapons of war? I am not suggesting that any officer has misused a weapon. I am suggesting that the mere presence of these weapons, especially to the extent that they are visible in vehicles, is unnecessarily intimidating to populations that have been on the receiving end of much unnecessary violence and that big guns are not the best way for police to keep anyone safe.”

Public Forum Comments from February 25, 2021

“Is our police force the right size for a Village of 11,000 people with relatively low crime rates? How does our police force size compare to similarly-sized municipalities both locally and across the country?”

“I have a biracial family and the police department was very professional and courteous to my family during an emergency call. They go above and beyond the call of duty.”

| | | | | | | | | | |
|--|---|--|--|--|--|--|--|--|--|
| 1 = traffic issues | 4 = auto mischief | 7 = hiring/recruitment | | | | | | | |
| 2 = youth & senior programs/educational/community service | 5 = racism/DEI/training | 8 = policies/equipment | | | | | | | |
| 3 = community engagement/officer attitude | 6 = communication/transparency | 9 = general positive | | | | | | | |
| 26. What types of community programs would you like to see implemented? ¿Qué tipo de programas comunitarios le gustaría ver implementados? | 28. What is your relationship to Dobbs Ferry? (can choose multiple) ¿Cuál es su relación con Dobbs Ferry? (puede elegir más de una) | 29. How many years have you lived/worked in Dobbs Ferry? ¿Cuántos años ha vivido/trabajado en Dobbs Ferry? | 30. What is your age? (Cual es tu edad?) | 31. Which of the following best describes you? (Check all that apply?) | 32. What is your gender? (¿Cuál es su género?) | 33. What is your sexual orientation? (¿Cuál es tu orientación sexual?) | 34. Would you be interested in participating in additional surveys or community... | | |
| 1 - A complete crackdown on distracted drivers esp cell phone use .Pedestrian safety . | I am a current resident of Dobbs F | 20+ | 65+ | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | No | | |
| 1 - Anti speeding on residential streets used to bypass ashford | I am a current resident of Dobbs F | 10-20 | 45-54 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | Yes (si) | | |
| 1 - Anti-bullying | I am a current resident of Dobbs F | 20+ | 55-64 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | Yes (si) | | |
| 1 - Better support on traffic issues/safety in school areas | I am a current resident of Dobbs F | 10-15 | 35-44 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | Yes (si) | | |
| 1 - Bike helmet law for teens, or some form of enforcement. - Speed humps or some traffic calming measures on Bellwood, because whatever we're doing isn't working. - I'd like there to be a way to quickly disseminate information to the community, besides neighborhood speculation on facebook. The community needs to be kept up to date on dangerous situations. | I am a current resident of Dobbs F | 6-10 | 55-64 | White / Caucasian | (F) Female (hembra) | None of the above (Ninguna) | Yes (si) | | |
| 1 - Cleaning OCA and streets, Road Biking education and special lanes. | I am a current resident of Dobbs F | 3-5 | 45-54 | Hispanic/Latinx | (M) Male (Hombre) | Heterosexual or straight | Yes (si) | | |
| 1 - Community events to be sponsored and strongly supported by the Dobbs Ferry Police Department: | | | | | | | | | |
| 1) Village tea for the promotion of "adding bike lanes to every road in Dobbs" | | | | | | | | | |
| 2) Village tea for the validation and encouragement of the rising "anti-cars on Cedar and Main Street" sentiment among sensible persons in the community | | | | | | | | | |
| 3) Village tea for the promotion of "turn as many intersections into roundabouts as possible in Dobbs" | | | | | | | | | |
| 4) Village tea to "promote the public purchase of the land between Estherwood Ave and Hillside Woods from private hands for the purposes of being able to not look at houses and cars once in a while, free of the threat of encroaching property development" | | | | | | | | | |
| Like, almost every issue I have with dobbs is either the traffic (solved by actively discouraging the use of cars) or the bougliness (solved by being less bougie). At least one of those is semi-immediately addressable. Make the cops help fix it | | | | | | | | | |
| Alternatively please have them do fundraisers for the library or something ldk | I am a current resident of Dobbs F | 16-20 | 18-24 | White / Caucasian | (M) Male, but FYI!! | Demisexual | Yes (si) | | |
| 1 - Get drivers to slow down on residential roads and get driver to stop using residential roads as shortcuts. Make it unappealing for drivers who don't live on DF residential roads to use these roads as shortcuts instead of using Broadway. The police department allows Masters parents/staff/all drivers there to use our DF residential roads as their own private roads and to drive quickly around them without a care to the safety of the residents who live on these roads and who pay the taxes to maintain the roads they use with abandon. | I am a current resident of Dobbs F | 16-20 | 45-54 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | Yes (si) | | |
| 1 - I would like to see an officer on a walking patrol of Main & Cedar streets during the evening hours to control some of the double parking and people blocking sidewalks. | I am a current resident of Dobbs F | 20+ | 65+ | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | No | | |
| 1 - Improve Broadway crossings in front of the MS/HS to make streets safer for everyone; Pursue a Vision Zero program to reduce pedestrian crashes and fatalities | I am a current resident of Dobbs F | 10-15 | 45-54 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | Yes (si) | | |
| 1 - Meetings with DF police to talk about traffic and other issues | I am a current resident of Dobbs F | 20+ | 55-64 | Asian (Asiático) | (M) Male (Hombre) | Heterosexual or straight | Yes (si) | | |
| 1 - More community/police involvement in street safety and walk to school | I am a current resident of Dobbs F | 16-10 | 35-44 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | No | | |
| 1 - More police to safeguard overspeeders, child and elderly abuse and control drug flow. | I am a current resident of Dobbs F | 16-20 | 65+ | Asian (Asiático) | (M) Male (Hombre) | Heterosexual or straight | Yes (si) | | |
| 1 - More safety for bicyclist's | I am a current resident of Dobbs F | 6-10 | 55-64 | White / Caucasian | (M) Male (Hombre) | Heterosexual or straight | No | | |
| 1 - More traffic enforcement on Ashford Ave. Crack down on those who drive very close to you especially the younger kids who drive. | I am a current resident of Dobbs F | 16-20 | 35-44 | White / Caucasian | (M) Male (Hombre) | Heterosexual or straight | Yes (si) | | |
| 1 - More work on pedestrian safety - crossing Broadway at night is awful but it's not even easy on a Sunday morning heading to Sacred Heart. Too many speeding and distracted drivers. | I am a current resident of Dobbs F | 10-15 | 35-44 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | No | | |
| 1 - My concerns center around traffic, and the use of high-speed cut-throughs to avoid traffic lights, such as Balden Avenue. This is frequently used by fast vehicles avoiding the Ashford Ave intersection, and on weekends by Ardsley Country Club members driving high-performance sports cars at high speed. There is a high density of families on this block with young kids between the ages of 0-6 years old, and these vehicles pose a danger. | I am a current resident of Dobbs F | 3-5 | 35-44 | White / Caucasian | (M) Male (Hombre) | Gay | Yes (si) | | |
| 1 - Parking violation enforcement | I am a current resident of Dobbs F | 20+ | 25-34 | White / Caucasian | (M) Male (Hombre) | Heterosexual or straight | Yes (si) | | |
| 1 - Please more traffic safety. Our kids in Dobbs walk to schools and I don't feel it's safe. Too many people driving carelessly!! | I am a current resident of Dobbs F | 3-5 | 35-44 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | Yes (si) | | |
| 1 - Please more traffic safety. Our kids in Dobbs walk to schools and I don't feel it's safe. Too many people driving carelessly!! | I am a current resident of Dobbs F | 3-5 | 35-44 | White / Caucasian | (F) Female (hembra) | Heterosexual or straight | Yes (si) | | |
| 1 - Police can work with Village's Public Works/ traffic safety when are patrolling. E.g. take note of certain areas in DF where the lighting is particularly poor at night, excess tree/bush at some intersection (visibility issue), speed bump for some areas. | I am a current resident of Dobbs F | 6-10 | 45-54 | Prefer not to say (pre) | (F) Female (hembra) | Prefer not to say (prefero) | No | | |

| | | |
|--|--|---|
| 1 = traffic issues | 4 = auto mischief | 7 = hiring/recruitment |
| 2 = youth & senior programs/educational/community service | 5 = racism/DEI/training | 8 = policies/equipment |
| 3 = community engagement/officer attitude | 6 = communication/transparency | 9 = general positive |
| 26. What types of community programs would you like to see implemented? ¿Qué tipo de programas comunitarios le gustaría ver implementados? | 28. What is your relationship to Dobbs Ferry? (can choose multiple). ¿Cuál es su relación con Dobbs Ferry? (puede elegir más de una) | 29. How many years have you lived/worked in Dobbs Ferry? (Check all that apply) |
| 1 - Residential parking on street (violators summoned), speed bumps/cameras w/speed tracking on school zones. | I am a current resident of Dobbs Ferry | 3-5 |
| 1 - Safety when crossing | I am a current resident of Dobbs Ferry | 20+ |
| 1 - Stop sign at intersection of Belden Ave. and Washington Ave. | I am a current resident of Dobbs Ferry | 3-5 |
| 1 - There are many more college students from Mercy in recent years and you can see them speeding in and out of there. | I am a current resident of Dobbs Ferry | 10-15 |
| 1 - Traffic calming is top priority; youth programming as alternative to hanging out in Woods and drinking; I heard a rumor that drunk HS kids accessed Springhurst roof-- can this be looked into and if there is access, can it be eliminated? I would hate for someone to fall off the roof | I am a current resident of Dobbs Ferry | 6-10 |
| 1 - Traffic solutions to improve respect for pedestrians | I am a current resident of Dobbs Ferry | 0-2 |
| 1 - Would like crossing guards to go back to directing traffic. There are huge backups now that Broadway has no intervention during dropoff in the morning. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - After school community groups with students | I work in Dobbs Ferry. (Yo trabajo en Dobbs Ferry) | 16-20 |
| 2 - Anything to help out our senior citizens I also activities for the young! | Born and raised here, I'm 3rd gen. | 20+ |
| 2 - Big Brother Big Sister mentoring | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Bike and skateboard safety programs | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Bringing back Jr Police/Fire/Ambulance and involving younger children as well | I am a current resident of Dobbs Ferry | 0-2 |
| 2 - Cadet Program for Youth who aspire to go into Law enforcement. | I am a current resident of Dobbs Ferry | 10-15 |
| 2 - Career day at schools, workshops on dealing with issues such as suspected drug abuse, etc. for parents | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - Civilians spending time as observers on patrol with police officers | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Cleaning the aqueduct... from litter | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Cleaning the aqueduct... from litter | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Community center for teens at night | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - Cops and kids or school visits | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - Cops engage with at risk youth | I work in Dobbs Ferry. (Yo trabajo en Dobbs Ferry) | 0-2 |
| 2 - Crime reduction and fraud informational programs | I work in Dobbs Ferry. (Yo trabajo en Dobbs Ferry) | 20+ |
| 2 - Dangers of vaping, drinking, etc. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Dare program | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - Dare program | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - DFPD should have a special unit or program that encourages officer having positive interactions with ALL youths in the neighborhood | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - Dog park and better trash pickup on Palisades. | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - Driver safety, youth programs. | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - Education on noise as a quality of life issue; encourage mutual respect among neighbors. I'd also like to see noise ordinances enforced more consistently. | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - Educational - or various community issues or topics, civic duties, traffic safety, road rage, courtesy on the road, fraudulent phone calls to seniors and others. | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - Emergency preparedness first aid, home and personal security | I am a current resident of Dobbs Ferry | 10-15 |
| 2 - Enforcement of distracted driving laws and education around the types and risks of distracted driving. Education around pedestrian and biker safety. | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - Getting to know the police, police and youth, community empowerment projects, etc. | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - Help with getting a covid vaccine appt. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - How to help underserved youth locally | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - How to respect your neighbors. | I am a current resident of Dobbs Ferry | 10-15 |
| 2 - I know Covid has put a damper on a lot of programs, but the pizza & hoops nights at DFHS were very popular. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - I like what is already being done. Love the outdoor movies. | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - I would like to see more respectful interaction with youth. | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - I would love to see more community programs but because of the pandemic, I know that in-person opportunities are limited. | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - Ice cream for the kids with cops | I am a current resident of Dobbs Ferry | 6-10 |

| 1 = traffic issues | 4 = auto mischief | 7 = hiring/recruitment |
|--|--|--|
| 2 = youth & senior programs/educational/community service | 5 = racism/DEI/training | 8 = policies/equipment |
| 3 = community engagement/officer attitude | 6 = communication/transparency | 9 = general positive |
| 26. What types of community programs would you like to see implemented? ¿Qué tipo de programas comunitarios le gustaría ver implementados? | 28. What is your relationship to Dobbs Ferry? (can choose multiple). ¿Cuál es su relación con Dobbs Ferry? (Puede elegir más de una) | 29. How many years have you lived/worked in Dobbs Ferry? ¿Cuántos años ha vivido/trabajado en Dobbs Ferry? |
| 2 - INCENTIVE FOR HARDSHIP FAMILIES DURING THE YEAR LIKE BASKETS OR PROGRAMS TO HELP PAY FOR WHAT THEY ARE GOING THRU TOUGH TIMES | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - Increased awareness and better prevention of bullying - both on and off school property - schools cannot keep sweeping this under the rug. It happens in schools, parks, pizza places, sports, on Social Media, Group texts, everywhere. If the student reports anything, they receive ADDITIONAL cruelty and harassment. DFSO does NOTHING about this and is the main reason why my child now attends private school. MS Girls are being forced to send nude photos and if they don't lies are spread. Forget about what the cheerleaders have to do. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Instructional videos (securing home and auto, traffic safety, how to report crimes, etc.) | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Interact with children. | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - Interactions or activities with teens. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Juhring Estate Seminar: Leash Law, Coyote awareness/safety, emphasis on dangers of setting campfires, and leaving them smoldering, general review of Park Rules & Regs. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Kids Q&A with cops - Sharing a day in the life of a DF police officer at school or virtually | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - Litter pick up | I am a current resident of Dobbs Ferry | 0-2 |
| 2 - Litter pick up in aqueduct | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - Love all the Youth Council activities. | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - Maybe a junior squad? Walking or cycling while explaining what the officers do, how & why and asking for ideas and input? | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - Maybe a Sports Night. Officers play a game of basketball or softball against some of the kids in the neighborhood. | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - Maybe mentoring programs within the HS and Children's Village. | I am a current resident of Dobbs Ferry | 10-15 |
| 2 - Mental health outreach programs. More activities for kids, families, and police to mingle. | I am a current resident of Dobbs Ferry | 10-15 |
| 2 - More activities interacting with community especially with children | I am a current resident of Dobbs Ferry | 20+ |
| 2 - More Coffee or Ice cream with an officer. | I work in Dobbs Ferry. (Yo trabajo en Dobbs Ferry) | 20+ |
| 2 - More community activities | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - More getting to know teens, and less surveillance/chasing them at night | I am a current resident of Dobbs Ferry | 20+ |
| 2 - More help for the senior population & more information in our newsletter as to what is current in their work & concerns. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - More Interaction with the youth. I've never seen an officer walking the streets. Maybe it's not needed in DF, but it would be nice to see them outside of their cruiser. | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - More outdoor sports again | I am a current resident of Dobbs Ferry | 20+ |
| 2 - More outreach and visible engagement with youths and young adults to develop trust and respect for law enforcement. | I am a current resident of Dobbs Ferry | 16-20 |
| 2 - More outreach programs, like Coffee with a Cop, to help build relationships with the community. | I am a current resident of Dobbs Ferry | 0-2 |
| 2 - More programs for kids | I am a current resident of Dobbs Ferry | 20+ |
| 2 - More programs for teenagers | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - More programs with youth | I am a current resident of Dobbs Ferry | 10-15 |
| 2 - more youth activities to keep them away from alcohol and drugs | I lived in Dobbs for over 35 years | 20+ |
| 2 - more youth and seniors programs | I am a current resident of Dobbs Ferry | 20+ |
| 2 - more youth engagement | I am a current resident of Dobbs Ferry | 20+ |
| 2 - More youth oriented...address bullying in school and teen drug use. To deter teens from doing. | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - More youth programs. They should interact with the senior citizens more. We need their help. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Neighbor wellness check ins especially the known disabled or elderly | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Neighbor wellness check ins especially the known disabled or elderly | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Our Police Department working with high school kids who may get own trouble. | I am a current resident of Dobbs Ferry | 20+ |
| 2 - Outdoor programs for kids | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - P.A.L. sports / youth, DWI checkpoint | I am a current resident of Dobbs Ferry | 20+ |
| 2 - PAL | I work in Dobbs Ferry. (Yo trabajo en Dobbs Ferry) | 6-10 |
| 2 - PAL or other police sponsored community events where officers can meet people | I am a current resident of Dobbs Ferry | 6-10 |
| 2 - PAL, summer internships for youth | I am a current resident of Dobbs Ferry | 3-5 |
| 2 - PBA | I am a current resident of Dobbs Ferry | 0-2 |
| 30. What is your age? (Cuál es tu edad?) | 31. Which of the following best describes you? (¿Cuál de las siguientes te describe mejor?) | 32. What is your gender? (¿Cuál es su género?) |
| 45-54 | Hispanic/Latinx | Male (Hombre) |
| 45-54 | White / Caucasian | Female (hembra) |
| 65+ | White / Caucasian | Male (Hombre) |
| 55-64 | Asian (Asiático) | Male (Hombre) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Male (Hombre) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (hembra) |
| 55-64 | White / Caucasian | Female (|

| 1 = traffic issues | 4 = auto mischief | 7 = hiring/recruitment | | | | | |
|--|---|--|--|--|--|--|--|
| 2 = youth & senior programs/educational/community service | 5 = racism/DEI/training | 8 = policies/equipment | | | | | |
| 3 = community engagement/officer attitude | 6 = communication/transparency | 9 = general positive | | | | | |
| 26. What types of community programs would you like to see implemented? ¿Qué tipo de programas comunitarios le gustaría ver implementados? | 28. What is your relationship to Dobbs Ferry? (can choose multiple) ¿Cuál es su relación con Dobbs Ferry? (puede elegir más de una) | 29. How many years have you lived/worked in Dobbs Ferry? ¿Cuántos años ha vivido/trabajado en Dobbs Ferry? | 30. What is your age? (Qual es tu edad?) | 31. Which of the following best describes you? (¿Cuál es su género?) | 32. What is your gender? (¿Cuál es su género?) | 33. What is your sexual orientation? (¿Cuál es su orientación sexual?) | 34. Would you be interested in participating in additional surveys or community... |
| 3 - Closing Main Street for outdoor dining, pedestrian only events | I am a current resident of Dobbs F | 0-2 | 25-34 | White / Caucasian (E | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - Coffee with cops at different times | I am a current resident of Dobbs+ | 20+ | 45-54 | Hispanic/Latinx | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - Community outreach: citizens can volunteer to assist police / biannual community meeting | I am a current resident of Dobbs F | 0-2 | 55-64 | White / Caucasian (E | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - Community programs that are not part of policing. | I am a current resident of Dobbs F | 6-10 | 35-44 | White / Caucasian (E | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - Cops getting to know the community and not just the ones that they think can benefit them. | I am a current resident of Dobbs F | 16-20 | 45-54 | Prefer not to say (pre | Prefer not to say (prefero | Prefer not to say (prefero | Yes (si) |
| 3 - friendly officers walking the beat, talking to people - rather than scolding them or looking for violations | I am a current resident of Dobbs F | 10-15 | 55-64 | White / Caucasian (E | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - Get to know our officers | I am a current resident of Dobbs F | 6-10 | 35-44 | Hispanic/Latinx | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - Halloween or any large event where the town comes together it would be nice to have contact with the department more than them just patrolling the event. | I am a current resident of Dobbs F | 6-10 | 45-54 | Libard | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - Hard to say - perhaps something along the outreach lines. DF feels like a very very safe town, but those hidden crimes (domestic situations mostly) will never be discovered or solved unless people trust they'll be believed when coming forward. | I am a current resident of Dobbs F | 0-2 | 45-54 | White / Caucasian (E | Male (Hombre) | Prefer not to say (prefero | Yes (si) |
| 3 - I had an incredible and kind interaction with an Officer during the storm! I think Officer Rousou? sorry not sure how to spell! My mini suv rear wheel was spinning on snow, my "fellow" two minority and male villagers refused to help me stating they have to dig their own car out. I just needed a push. I saw the Officer I asked him for a push, he came immediately to help me. We exchanged fun banter about nfl teams and laughed. He pushed me out but my door was open and he stayed to push me again and I was off. That was the first intimate, at length, meaningful, human conversation that I've had with a DFPD since I've moved to DFPD outside of the past Chief Betsy Gelardi. Don't use the time be a negative against the DFPD, I'm always coming and going and have not made the effort to get to know the DFPD. Creating moments like this at the Village level would help. The kindness of the Officer to help me in the situation made an impression on me. I shared the story with my son to reinforce the positive I already feel about the DFPD. | I am a current resident of Dobbs | 10-15 | 45-54 | Asian (Asiático), Bl | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - I know that there are community programs in the schools, but what about the Community on the Hill. The Children's Village? Either with the residents of that community or the children of the sub community of The Children's Village (Staff's children). What community program caters to them? Their issues are different from the children in THE REAL Dobbs Ferry community. | I am a resident and worker in Th | 20+ | 45-54 | Black or African (N | Female (hembra) | Heterosexual or straight | No |
| 3 - I miss police on foot patrol. I cannot attend Sat evening mass at SH in the winter on foot. I do not drive. | I am a current resident of Dobbs F | 20+ | 65+ | White / Caucasian (E | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - I never see police officers walking through town and talking to the community. They are always in their SUV's and you can never talk to them | I am a current resident of Dobbs F | 20+ | 55-64 | White / Caucasian (E | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - I never see police officers walking through town and talking to the community. They are always in their SUV's and you can never talk to them | I am a current resident of Dobbs F | 20+ | 55-64 | White / Caucasian (E | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - I think the Dobbs Ferry Police Department communicates well with the community. They are already reaching out to make it easy for people to know the members of the Department in informal, comfortable settings. I do not know the extent to which they manage their log in system to be able to track trends, but I suspect that they are already doing this. | I am a current resident of Dobbs F | 20+ | 65+ | White / Caucasian (E | Male (Hombre) | None of the above (Ningun | Yes (si) |
| 3 - I would like to see more opportunities for friendly interactions, especially with the diverse populations that use our parks. I think that if officers are known, people will be more likely to ask for their help. | I work in Dobbs Ferry. (Yo trabajo | 10-15 | 55-64 | Prefer not to say (pre | Female (hembra) | Heterosexual or straight | No |
| 3 - I'd like to see police officers walking around chatting with residents, getting to know people. I've found dobbs ferry police officers to be particularly unfriendly and standoffish. | I am a current resident of Dobbs F | 6-10 | 55-64 | White / Caucasian (E | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - Keep patrolling on foot | I am a current resident of Dobbs+ | 20+ | 65+ | Hispanic/Latinx, W | Male (Hombre) | Heterosexual or straight | No |
| 3 - like to get to know the DF police officers better | I am a current resident of Dobbs F | 20+ | 55-64 | White / Caucasian (E | Male (Hombre) | Prefer not to say (prefero | No |
| 3 - Logic and decency, honesty | I am a current resident of Dobbs F | 6-10 | 55-64 | White / Caucasian (E | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - Meet and greet meetings | I am a current resident of Dobbs F | 20+ | 55-64 | Prefer not to say (pre | Female (hembra) | Prefer not to say (prefero | Yes (si) |
| 3 - meet and greet with Dobbs officers, maybe via zoom to enlarge the pool of possible participants | I am a current resident of Dobbs F | 6-10 | 45-54 | White / Caucasian (E | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - More coffee with a cop | I am a current resident of Dobbs F | 20+ | 25-34 | White / Caucasian (E | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - More coffee with cops events | I am a current resident of Dobbs | 10-15 | 65+ | Asian (Asiático), W | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - More engagement in the community via social media or websites like next door. Less police programs in general. Divert the money to better programs. | I am a current resident of Dobbs F | 3-5 | 25-34 | White / Caucasian (E | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - MORE EVENTS FOR RESIDENTS TO MEET OFFICERS AND LEARN MORE ABOUT THEM | I am a current resident of Dobbs | 16-20 | 45-54 | Hispanic/Latinx | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - More family events so officers and families can get to know each other | I am a current resident of Dobbs | 6-10 | 45-54 | Asian (Asiático) | Female (hembra) | Heterosexual or straight | Yes (si) |
| 3 - More festivals | I am a current resident of Dobbs F | 6-10 | 35-44 | White / Caucasian (E | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - More hospitable meetings | I am a current resident of Dobbs | 10-15 | 65+ | White / Caucasian (E | Male (Hombre) | Bisexual | No |

| | | | | | | | |
|---|---|---|--|--|--|--|---|
| 1 = traffic issues | 4 = auto mischief | 7 = hiring/recruitment | | | | | |
| 2 = youth & senior programs/educational/community service | 5 = racism/DE/training | 8 = policies/equipment | | | | | |
| 3 = community engagement/officer attitude | 6 = communication/transparency | 9 = general positive | | | | | |
| 26. What types of community programs would you like to see implemented? ¿Qué tipo de programas comunitarios le gustaría ver implementados? | 28. What is your relationship to Dobbs Ferry? (can choose multiple) ¿Cuál es su relación con Dobbs Ferry? (puede elegir más de una) | 29. How many years have you lived/worked in Dobbs Ferry? (Choose all that apply) ¿Cuántos años ha vivido/trabajado en Dobbs Ferry? (Elija todos los que apliquen) | 30. What is your age? (Cual es tu edad?) | 31. Which of the following best describes you? (Check all that apply) ¿Cuál de las siguientes le describe mejor? (Marque todas las que apliquen) | 32. What is your gender? (¿Cuál es su género?) | 33. What is your sexual orientation? (¿Cuál es tu orientación sexual?) | 34. Would you be interested in participating in additional surveys or community events? |
| 5 - fix the class warfare and racism. | I am a current resident of Dobbs Ferry | 16-20 | 18-24 | White / Caucasian | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 5 - Hate crimes (not simply based upon race) | I am a current resident of Dobbs Ferry | 10-15 | 55-64 | White / Caucasian | Male (Hombre) | Prefer not to say (prefero no decir) | Yes (si) |
| 5 - I don't agree with btm protest in the park I believe they create hate and I feel very unsafe when I have walked through the park after a gathering I stay away when they are around. I've witnessed bad things growing up in the Bronx please don't change Dobbs Ferry I don't know where else to live. | I am a current resident of Dobbs Ferry | 16-20 | 55-64 | Prefer not to say (prefero no decir) | Male (Hombre) | Prefer not to say (prefero no decir) | Yes (si) |
| 5 - I think there are many programs that could be implemented with funds currently directed to the police, for instance mental health and social services, as well as community anti-racism training. | I am a current resident of Dobbs Ferry | 6-10 | 45-54 | White / Caucasian | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 5 - I think whatever programs the PD are already working to implement will be positive! I hope they (and everyone) can learn how to be more compassionate to mental health, emotional welfare and sexual violence issues. | I am a current resident of Dobbs Ferry | 16-20 | 25-34 | Prefer not to say (prefero no decir) | Prefer not to say (prefero no decir) | Heterosexual or straight | Yes (si) |
| 5 - I would like Dobbs Ferry police officers to receive the NAMI Crisis Intervention Team training. | I am a current resident of Dobbs Ferry | 20+ | 45-54 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - I would like the police force to address systemic racism and have anti racist and mediation training. I am disturbed by the number of off duty police cars/plain clothed people with the police that have the thin blue line flags on them-this does not make me feel safe or that our police will treat all residents fairly. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - Implicit bias training including police officers, village officials, & community residents | I am a current resident of Dobbs Ferry | 20+ | 65+ | White / Caucasian | Female (Mujer) | Prefer not to say (prefero no decir) | Yes (si) |
| 5 - Integración de diversidad group in community dialogues. | I am a current resident of Dobbs Ferry | 20+ | 55-64 | Hispanic/Latinx | Female (Mujer) | None of the above (Ninguna de las anteriores) | Yes (si) |
| 5 - Making Dobbs Ferry be experienced as a safe and inclusive place for all people, particularly racial minorities | I am a current resident of Dobbs Ferry | 3-5 | 45-54 | Asian (Asiático) | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 5 - Mental health training for the officers | I am a current resident of Dobbs Ferry | 20+ | 45-54 | White / Caucasian | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 5 - More efforts to get together and communicate with the under represented members of the community. In order to build empathy and greater sense of community. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | Prefer not to say (prefero no decir) | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 5 - more on addressing racism and safety for pedestrians walking/biking | I am a current resident of Dobbs Ferry | 10-15 | 45-54 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - More on diversity & inclusion. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | White / Caucasian | Female (Mujer) | Heterosexual or straight | No |
| 5 - more programs focused on creating a more inclusive village | I am a current resident of Dobbs Ferry | 10-15 | 55-64 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - More programs regarding hate crimes | I am a current resident of Dobbs Ferry | 3-5 | 45-54 | White / Caucasian | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 5 - More understanding teaching programs so when police are called for any reason, they actually listen to both sides, before making conclusions. | I am a current resident of Dobbs Ferry | 20+ | 65+ | Prefer not to say (prefero no decir) | Prefer not to say (prefero no decir) | Prefer not to say (prefero no decir) | Yes (si) |
| 5 - Multi-Cultural | I am a current resident of Dobbs Ferry | 16-20 | 55-64 | Black or African (Negro o Africano) | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 5 - outreach to BIPOC residents; move money from the police budget to social programs, recreation, library, etc. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | White / Caucasian | Female (Mujer) | Heterosexual or straight | No |
| 5 - Race programs | I am a current resident of Dobbs Ferry | 3-5 | 45-54 | Hispanic/Latinx | Female (Mujer) | Heterosexual or straight | No |
| 5 - Racial diversity | I am a current resident of Dobbs Ferry | 20+ | 45-54 | Prefer not to say (prefero no decir) | Prefer not to say (prefero no decir) | Prefer not to say (prefero no decir) | No |
| 5 - Services they offer | I am a current resident of Dobbs Ferry | 20+ | 45-54 | Native Hawaiian or | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - Something to ensure fairness among citizens- specifically a metric to ensure that minorities are not treated differently (eg % of tickets, etc should represent the population) and the police should focus more on community assistance and less on traffic /vehicle situations | I am a current resident of Dobbs Ferry | 3-5 | 35-44 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - Spanish speaking events, Events to support the Black community. The Forth of July is a big deal, but no events for other big says that support the foundation of this Country like MLK or Juneteenth. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | Black or African (Negro o Africano) | Prefer not to say (prefero no decir) | Heterosexual or straight | Yes (si) |
| 5 - stop programs that only promote on type of ethnicity, stop separating programs by race | I work in Dobbs Ferry. (Yo trabajo en Dobbs Ferry) | 16-20 | 55-64 | Prefer not to say (prefero no decir) | Prefer not to say (prefero no decir) | Prefer not to say (prefero no decir) | No |
| 5 - Targeted community group outreach might be helpful. Some people maybe too shy or may feel intimidated to show up on Main Street among a large group of White People. | I am a current resident of Dobbs Ferry | 10-15 | 35-44 | Asian (Asiático) | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - While I have had a few good personal experiences with the DFPD, several of my friends who are Black have had negative experiences with DFPD. The cops need to do more to reach out and develop better relationships with BIPOC folks in town. They should, for example, develop events/programs in partnership with the town's Diversity & Human Rights Committee, Dobbs Ferry for Social Justice, or other like-minded local groups. | I am a current resident of Dobbs Ferry | 3-5 | 35-44 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 6 - A brief DFPD update section in the Village newsletter. It could include news/current events and, for those who need it, reminders such as keeping car and home doors locked. Have it authored by the police chief, youth officer, etc., not a board member or the Mayor. (see #27 below) | I am a current resident of Dobbs Ferry | 20+ | 55-64 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 6 - I have no idea what events are currently being done. | I am a current resident of Dobbs Ferry | 0-2 | 25-34 | American Indian or | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 6 - I would like to know more how the police department is involved in the community. I had never heard of Coffee with a Cop and think it's a great idea. More should be done to reach each household to publicize your outreach and involvement. | I am a current resident of Dobbs Ferry | 6-10 | 45-54 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 6 - I'd like to see a monthly report in our town to report on criminals, issues, neighborhood fights etc so we are aware what's going on in our town. | I am a current resident of Dobbs Ferry | 6-10 | 45-54 | Asian (Asiático) | Female (Mujer) | Heterosexual or straight | Yes (si) |

| 1 = traffic issues | 4 = auto mischief | 7 = hiring/recruitment | | | | | |
|---|--|--|---|--|--|--|---|
| 2 = youth programs | 5 = racism/DE/training | 8 = policies/equipment | | | | | |
| 3 = community engagement/officer attitude | 6 = communication/transparency | 9 = general positive | | | | | |
| 27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.) | 28. What is your relationship to Dobbs Ferry? (can choose multiple). ¿Cuál es su relación con Dobbs Ferry? (¿Pueden elegir más de una opción?) | 29. How many years have you lived/worked in Dobbs Ferry? (¿Cuántos años ha vivido/trabajado en Dobbs Ferry?) | 30. What is your age? (¿Cuál es su edad?) | 31. Which of the following best describes you? (¿Cuál de las siguientes opciones le describe mejor?) | 32. What is your gender? (¿Cuál es su género?) | 33. What is your sexual orientation? (¿Cuál es tu orientación sexual?) | 34. Would you be interested in participating in additional surveys or community meetings/discussions? |
| 3 - Police officers should be friendly to all residents in Dobbs Ferry. | I am a current resident of Dobbs Ferry | 3-5 | 55-64 | Asian (Asiático) | Male (Hombre) | Gay | No |
| 3 - Presence is good but disconnected to community outside of regular police role. | I am a current resident of Dobbs Ferry | 16-20 | 45-54 | Asian (Asiático) | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 3 - There is a perception that a lot of the police officers grew up in Dobbs Ferry and therefore, don't take seriously issues related to residents who are also grew up in Dobbs Ferry, i.e., people they grew up with or have familial connections. I also think some of the younger officers need to learn how to talk to the residents better when an issue arises. | I am a current resident of Dobbs Ferry | 10-15 | 45-54 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 3 - They should be on foot on Cedar and Main Street. Out of the cars to help with traffic, parking, etc. And they can better communicate with store owners, pedestrians, kids, etc. Get out of the patrol car. | I am a current resident of Dobbs Ferry | 10-15 | 45-54 | White / Caucasian | Male (Hombre) | Prefer not to say (prefiero no decir) | Yes (si) |
| 3 - When there was a stabbing incident I went to the police station and asked if I would be safe walking a particular route. They refused to answer. I found out later that my route took me directly past that spot and they were searching for the suspect nearby. | I am a current resident of Dobbs Ferry | 10-15 | 55-64 | White / Caucasian | Female (Mujer) | Heterosexual or straight | No |
| 3 - Would like to have more human interaction with Dobbsferry police. I only see them driving by. | I am a current resident of Dobbs Ferry | 3-5 | 35-44 | Black or African | Female (Mujer) | Heterosexual or straight | No |
| 4 - Dobbs Ferry is a safe community but my son's car was broken into in our driveway in the summer. He notified the police and they were very respectful. We found out there were numerous car break ins. It would be good if there were cameras installed around areas that have consistent issues with this. | I am a current resident of Dobbs Ferry | 20+ | 65+ | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 4 - I would like to see the Department attempt to prosecute those who rummage through open cars overnight. But I have not been affected as I lock my car overnight. | I am a current resident of Dobbs Ferry | 10-15 | 55-64 | White / Caucasian | Male (Hombre) | Heterosexual or straight | No |
| 4 - It is my perception that the recent and frequent early morning car break-ins are being completely ignored. I feel like my comments in this survey were quite negative based on the interactions of one officer. | I am a current resident of Dobbs Ferry | 16-20 | 45-54 | White / Caucasian | Male (Hombre) | Heterosexual or straight | No |
| 5 - An under 18 family member with mental illness was targeted and treated without respect for his disability. | I am a current resident of Dobbs Ferry | 20+ | 55-64 | White / Caucasian | Female (Mujer) | Heterosexual or straight | No |
| 5 - As a person of color I do not trust that the actions of some police officers is fair. Yes, I have had negative interactions with them in the past when my child was a youth, but all that taught us was to fear them. Had it not been for Judge Grant who knew my child outside of the skin color, my child's outcome would have been worse than how it is now. The Police department from either this town or neighboring towns were OUT FOR REVENGE or someone to penalize because their hand was "hurt". I am yet to see proof of the extent of damage reported by that officer. Yet other Real Dobbs Ferry children have committed far worse "mischief" or actual crimes and their "situations" got covered up or lessened because of family connections within the police department or the power of their parent's "money" got them out of any penalties that might interfere with their college applications or their future endeavors. So our "fear" toward police officers here in Dobbs Ferry may not be as heightened as someone in other parts of the country or even other parts of NY, but it was definitely established years ago when my child almost ended up like a "Gorge Floyd" or "Eric Gardner". No exaggeration!!! | I am a resident and worker in Dobbs Ferry | 20+ | 45-54 | Black or African | Female (Mujer) | Heterosexual or straight | No |
| 5 - Coffee with a cop is a feel good program with no impact. The only people who go are people with already good relations with police. Local residents should not be hired as police because there is the appearance of favoritism as well as actual favoritism in how those individuals interact with non-generational residents. | I am a current resident of Dobbs Ferry | 10-15 | 45-54 | White / Caucasian | Male (Hombre) | Prefer not to say (prefiero no decir) | Yes (si) |
| 5 - Given the political divide the country is currently in, how are DF Police officers ensuring all residents feel safe within the community, no matter their race and ethnicity or political views? How are the Police Officer internalizing the Black Lives Matter movement along with the Blue Lives Matter movement? Is the Police Force educating DF Police Officers Culturally Responsible behavior unbiased? | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | Black or African | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - Has the Police Department undertaken any diversity, equity, and inclusiveness training? | I am a current resident of Dobbs Ferry | 10-15 | 55-64 | White / Caucasian | Female (Mujer) | Heterosexual or straight | Yes (si) |
| 5 - I am white and generally have positive interactions with the police, but it is tough to comment on if people are treated fairly, because I don't know. I do know that people can be afraid of the police whether or not that is based on specific experiences, and I would love to see the police actively address racial fear. | I am a current resident of Dobbs Ferry | 3-5 | 45-54 | White / Caucasian | Female (Mujer) | Lesbian (Lesbiana) | Yes (si) |
| 5 - I appreciate the continued efforts to grow and evolve policing to best fit the present community. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | Prefer not to say | Male (Hombre) | Heterosexual or straight | Yes (si) |
| 5 - I feel safe with my neighbors but if I am out at night I have been profiled. I do not feel safe with the police, its scary thinking about it. If they see me at night just because of my skin I may be considered a threat and end up on the news. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | Black or African | Prefer not to say | Heterosexual or straight | Yes (si) |

| | | | | | | | | | |
|---|--|--|---|--|--|--|---|--|--|
| 1 = traffic issues | 4 = auto mischief | 7 = hiring/recruitment | | | | | | | |
| 2 = youth programs | 5 = racism/DEI/training | 8 = policies/equipment | | | | | | | |
| 3 = community engagement/officer attitude | 6 = communication/transparency | 9 = general positive | | | | | | | |
| 27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.) | 28. What is your relationship to Dobbs Ferry? (can choose multiple). ¿Cuál es su relación con Dobbs Ferry? (pueden elegir más de una opción) | 29. How many years have you lived/worked in Dobbs Ferry? ¿Cuántos años ha vivido/trabajado en Dobbs Ferry? | 30. What is your age? (¿Cuál es su edad?) | 31. Which of the following best describes you? (¿Cuál de las siguientes mejor describe usted?) | 32. What is your gender? (¿Cuál es su género?) | 33. What is your sexual orientation? (¿Cuál es tu orientación sexual?) | 34. Would you be interested in participating in additional surveys or community meetings/discussions? | | |
| 5 - Spend less time harassing high school students and people of color | I am a current resident of Dobbs Ferry | 20+ | 55-64 | White / Caucasian | Female (h) | Prefer not to say (prefero no decirlo) | Yes (si) | | |
| 5 - The DF Police department is not taking a strong stand in support for Black Lives Matter. Use your platform to promote equality and stop the racism and discrimination that is clear from the data. My daughters, who are white and ages 11, 12, and 15, can't trust the DF Police department until they see vocal/public support for this cause. Unfortunately, all police in uniform will be seen as not supporting the cause unless they publicly support it. This is unacceptable to today's children who see the reality of what is happening. If my friend who is Black can't trust you, why should I? The DF Police department should do a book club and movie night for the book/movie The Hate U Give. | I am a current resident of Dobbs Ferry | 16-20 | 45-54 | White / Caucasian | Female (h) | Heterosexual or straight | Yes (si) | | |
| 5 - The Dobbs Ferry Police Department is complicit with government corruption, based on my experience and recent interactions with the Westchester County District Attorney's Office. I was told the chief of police would have nothing to say about a corrupt road project that allegedly was endorsed by the DFPD when it was not. More recently, my daughter had an encounter with a Dobbs Ferry police officer when he stopped her for speeding and let her go without checking her ID after he asked if she was from Yonkers. That is very much an incident of racism and racial profiling, since we all know Yonkers has a much higher proportion of people of color than Dobbs Ferry. Does the Dobbs Ferry Police Department have any black officers? | I am a current resident of Dobbs Ferry | 20+ | 55-64 | White / Caucasian | Male (h) | Heterosexual or straight | Yes (si) | | |
| 5 - The police should be proactive in making sure they treat all equally, regardless of class, race, gender, ability and illness. | I am a current resident of Dobbs Ferry | 6-10 | 45-54 | White / Caucasian | Female (h) | Heterosexual or straight | Yes (si) | | |
| 5 - There are too many employed officers for such a small village. The Greenburgh drug and alcohol task force is an unnecessary display of power and they do nothing but profile Dobbs Ferry residents, specifically people with a darker skin tone. I have African American friends who have gotten pulled over in Dobbs Ferry and the officers have said vile things like "You look like you don't belong here." The officers are toxic and manipulative. I grew up in Dobbs Ferry and the ONLY thing the Dobbs Ferry Police Department has done for me is make me afraid of the police. I have encountered police officers in Upstate New York, Manhattan, The Bronx, Orlando, Miami, Tampa, Atlanta, and New Orleans; and Dobbs Ferry's officers have consistently been the most disrespectful individuals who escalate situations and entrap youth. Throughout my childhood, my friends and I were consistently profiled by DFPD and made to feel like criminals for just walking home from school. I now have a four year business degree from a top rated university and yet I still feel like I don't belong in Dobbs Ferry due to the repeated harassment by the police throughout my childhood. Officers who have violated rights and harassed local children include Michael Hamborsky, Kevin McGovern, and Brian Hennessy. I would expect the department to be able to handle officers who don't know how to do their jobs properly, however unions consistently get in the way, effectively encouraging bad policing. The ONLY Dobbs Ferry police officer worthy of any praise is Justin Kamke. Officer Kamke has consistently shown me that he is the most respectful officer on the force with a real passion for community in Dobbs Ferry. More officers should follow his example if they want to be respected by people other than entitled old folks who have lived in Dobbs for generations and are afraid of any change. | I grew up in Dobbs and think it's | 20+ | 18-24 | White / Caucasian | Male (h) | Heterosexual or straight | Yes (si) | | |
| 5 - They are a gang that have their favorites and groups whom are treated above the law. They spend most of their days driving around looking for kids to bust on marijuana charges or people to pull over. They are racist, sexist, and only serve a small part of the community. I have seen them deal with domestic abuse cases as they tend to favor the men and make impulsive actions. They need A LOT more training and their presence needs to be greatly decreased. A small, peaceful town like Dobbs Ferry does not need a fleet of armed police pulling up to a traffic violation. It's ridiculous and unsafe. We need to put our town's funds towards things that are going to actually help people like getting community members together and outside, sending people that actually know what they're doing when faced with someone who is having an anxiety attack or is facing a domestic issue, making sure everyone is fed and children are warm through the winter, and educating on problems that plague our community such as racial inequality. It can be done better. | I am a current resident of Dobbs Ferry | 16-20 | 25-34 | White / Caucasian | Male (h) | Heterosexual or straight | No | | |
| 5 - They should have more training. | I am a current resident of Dobbs Ferry | 20+ | 65+ | White / Caucasian | Female (h) | Heterosexual or straight | No | | |
| 5 - We need the police and we should appreciate them. More training never hurts. It's always good to continuously improve. I do not like when the committee formed to review hate in Dobbs Ferry uses the committee as a platform to vent their hate at people and it scares me I worry that I may feel unsafe walking through Dobbs at night or at anytime like it was in NYC in the 70s to 90s. Lets just not hate anyone and be nice to everyone. | I am a current resident of Dobbs Ferry | 16-20 | 55-64 | Prefer not to say (I) | Male (h) | Prefer not to say (prefero no decirlo) | Yes (si) | | |
| 5 - Why not videos on what they are trained to do and not trained to do | I am a current resident of Dobbs Ferry | 20+ | 65+ | White / Caucasian | Male (h) | Heterosexual or straight | Yes (si) | | |
| 6 - DFPD needs better follow-up on reported crimes. | I am a current resident of Dobbs Ferry | 3-5 | 35-44 | White / Caucasian | Female (h) | Heterosexual or straight | No | | |
| 6 - I just do not have a very good idea of what the police department does, and how to approach them when there is no emergency. | I am a current resident of Dobbs Ferry | 3-5 | 45-54 | Asian (Asiático) | Male (h) | Heterosexual or straight | Yes (si) | | |

| | | | | | | | | | |
|--|--|--|---|---|--|--|---|--|--|
| 1 = traffic issues | 4 = auto mischief | 7 = hiring/recruitment | | | | | | | |
| 2 = youth programs | 5 = racism/DEI/training | 8 = policies/equipment | | | | | | | |
| 3 = community engagement/officer attitude | 6 = communication/transparency | 9 = general positive | | | | | | | |
| 27. Any other comments regarding the Dobbs Ferry Police Department? This could be regarding something covered or not covered in this survey. (¿Algún otro comentario sobre el Departamento de Policía de Dobbs Ferry? Esto podría estar relacionado con algo cubierto o no cubierto en esta encuesta.) | 28. What is your relationship to Dobbs Ferry? (can choose multiple). ¿Cuál es su relación con Dobbs Ferry? (pueden elegir más de una opción) | 29. How many years have you lived/worked in Dobbs Ferry? (¿Cuántos años ha vivido/trabajado en Dobbs Ferry?) | 30. What is your age? (¿Cuál es su edad?) | 31. Which of the following best describes you? (Check all that apply) (¿Cuál de las siguientes mejor describe usted? (Marque todas las que apliquen)) | 32. What is your gender? (¿Cuál es su género?) | 33. What is your sexual orientation? (¿Cuál es tu orientación sexual?) | 34. Would you be interested in participating in additional surveys or community meetings/discussions? | | |
| 6 - I'm not sure if they have presence on social media. I see a Facebook page but I don't know that they are using it to effectively communicate with people in the village. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | White / Caucasian | Female (h) | Heterosexual or straight | Yes (si) | | |
| 6 - Keeping the community up to date on happenings via email would be helpful to stay connected with DFPD. | I am a current resident of Dobbs Ferry | 3-5 | 45-54 | Hispanic/Latinx | Female (h) | Heterosexual or straight | Yes (si) | | |
| 6 - More communication & transparency re police activities in the village - perhaps an online newsletter once a month, or information in The Rivertowns Enterprise beyond just reporting criminal activity. | I am a current resident of Dobbs Ferry | 20+ | 65+ | White / Caucasian | Female (h) | Prefer not to say (prefero no decirlo) | Yes (si) | | |
| 6 - They are doing a great job keeping this great community safe but the higher ups need to stick to facts and not public opinion. | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | White / Caucasian | Male (h) | Heterosexual or straight | Yes (si) | | |
| 6 - We found the Dobbs Ferry Police Department always helpful; but I would like to make a suggestion: sometimes one sees police presence somewhere (like two weeks ago at the catholic rectory) or hears many police car sirens, and wonders what happened. It would be nice if the police webpages showed every day major incidents of the previous day. Also when police is doing traffic enforcement, e.g., on Walgrove: post some statistics, like "we were present at Intersection Walgrove-Bellewood from 8-10am; in that time X cars passed, of which Y did not stop at the Stop sign. We issued Z warnings." I think the police should be more visible, not only on the streets, but also online: inform the village what you are doing, and where the problems are. | I am a current resident of Dobbs Ferry | 6-10 | 45-54 | White / Caucasian | Male (h) | Heterosexual or straight | Yes (si) | | |
| 6 - When they are called with a concern about a possible crime or health need that they follow up with the caller | I am a current resident of Dobbs Ferry | 20+ | 55-64 | White / Caucasian | Female (h) | Heterosexual or straight | Yes (si) | | |
| 6 - When they are called with a concern about a possible crime or health need that they follow up with the caller | I am a current resident of Dobbs Ferry | 20+ | 55-64 | White / Caucasian | Female (h) | Heterosexual or straight | Yes (si) | | |
| 6 - Wider use of a Facebook page. Which one is the official page? Dobbs Ferry PBA? Other villages use theirs on a broader scale. | I am a current resident of Dobbs Ferry | 16-20 | 45-54 | White / Caucasian | Male (h) | Heterosexual or straight | No | | |
| 6 - Would like feed back when non-emergency complaint like parking or vandalism is made | I am a current resident of Dobbs Ferry | 20+ | 65+ | American Indian | Female (h) | Heterosexual or straight | No | | |
| 6 - would love to see data on traffic stops and arrests broken down by race/ethnicity as well as by resident vs. non-resident of DF | I am a current resident of Dobbs Ferry | 6-10 | 35-44 | White / Caucasian | Female (h) | Heterosexual or straight | No | | |
| 7 - "On any given day, in any police department in the nation, 15 percent of officers will do the right thing no matter what is happening. Fifteen percent of officers will abuse their authority at every opportunity. The remaining 70 percent could go either way depending on whom they are working with." -Officer Col. KL Williams. I think DFPD is probably no different but working towards weeding out the systemic problems that allow the bad apples to infect the 70% of officers that are vulnerable. | I am a current resident of Dobbs Ferry | 16-20 | 25-34 | Prefer not to say (I) | Prefer not to say (I) | Heterosexual or straight | Yes (si) | | |
| 7 - DFPD need to be more diverse. Gender, ethnic including LGBTQ. | I am a current resident of Dobbs Ferry | 16-20 | 45-54 | Hispanic/Latinx | Male (h) | Heterosexual or straight | No | | |
| 7 - Hire more officers of color and keep them | I am a current resident of Dobbs Ferry | 20+ | 55-64 | Prefer not to say (I) | Female (h) | Prefer not to say (prefero no decirlo) | Yes (si) | | |
| 7 - I would like for there to be a demonstrated effort to diversify the force. This effort should be public and easy to locate on the village site. We should know where officers are being recruited, how many officers of different races and genders are interviewed for open spots, etc. I also would like for there to be preemptive communication from the department about how it is rooting out and addressing radical right-wing affiliation within the force. Until I know that our officers have nothing to do with groups catering to racist and domestic terrorist agendas, there can be no way for me to fully trust them. Administration can go a long way to assuaging these fears. | I am a current resident of Dobbs Ferry | 3-5 | 55-64 | White / Caucasian | Female (h) | Heterosexual or straight | Yes (si) | | |
| 7 - I would love to see a more diverse representation in the department. As an Asian American resident, I vote for our elected officials, I participate in many town events, I support all the local businesses, I am raising my children here, and yet Police, Fire and Village Hall are still very white. I do not feel seen or heard. | I am a current resident of Dobbs Ferry | 10-15 | 45-54 | Asian (Asiático) | Prefer not to say (I) | Prefer not to say (prefero no decirlo) | Yes (si) | | |
| 7 - I'll reiterate that while I have had a few good experiences with the DFPD, several of my friends who are Black have had negative experiences with DFPD. For example, I know Black dads who have been followed by police cars when walking/running outside. This is not OK. It also doesn't seem to be a very diverse dept. I have never come across a black cop in Dobbs. The force needs to diversify and they need to build some bridges with people of color in this town. I also think some implicit bias training could be useful. | I am a current resident of Dobbs Ferry | 3-5 | 35-44 | White / Caucasian | Female (h) | Heterosexual or straight | Yes (si) | | |
| 7 - It's time to get more diversity in the ranks of the dobbs ferry police dept. I'd also like to see more effort put into patrolling the intersection at Main and high street where one has to risk their life to get across. | I am a current resident of Dobbs Ferry | 6-10 | 55-64 | White / Caucasian | Female (h) | Heterosexual or straight | Yes (si) | | |
| 7 - More diversity on the force. | I am a current resident of Dobbs Ferry | 20+ | 55-64 | White / Caucasian | Female (h) | Prefer not to say (prefero no decirlo) | Yes (si) | | |
| 7 - Police Department needs more diversity. | I am a current resident of Dobbs Ferry | 6-10 | 55-64 | White / Caucasian | Male (h) | Gay | No | | |

| |
|--|
| 1 = traffic issues |
| 2 = youth programs |
| 3 = community engagement/officer attitude |
| 4 = auto mischief |
| 5 = racism/DEI/training |
| 6 = communication/transparency |
| 7 = hiring/recruitment |
| 8 = policies/equipment |
| 9 = general positive |
| 1 - We experience more injuries and death from vehicular and traffic incidents in the Village than from crime, violence, or any other police-related issues. Quality of life can be improved most if we can improve the traffic issues. |
| 3 - An officer rudely exclaimed, "What do you want?" to a client from Dobbs Ferry Food Pantry when the person was trying to hand in the survey at Village Hall. I to officer relations can improve for all groups of people.. |
| 3 - How do you ensure that survey respondents did not take the survey multiple times? |
| 3 - It is important to understand how representative the survey is according to the population of Dobbs Ferry. The data should be weighted to give a more representative reading. Smaller percentages of a response could represent a large percent of the feelings of a specific group. |
| 3 - Police officers fear they will be wrongly accused of things, which makes them not want to engage in certain situations. |
| 5 - Can this be shared to the police officers in Dobbs before today's Forum? Or at some point... https://uncomfortableconvo.com/episode/conversation-with-the-police-episode-9 |
| 5 - Hate crimes do not appear to be a major issue to the police department because it can be difficult to gather evidence/prove, but hopefully that can change. Police officers should reach out to people and approach all with respect and dignity. |
| 5 - How are you addressing race-based 911 calls in the community? Are you prosecuting members of the community who are making false 911 phone calls due to their bias towards specific people rather than because a real threat is posed to public safety? |
| 5 - I hope the police department is working with different entities within the Village, including the Human Rights and Diversity Committee, Children's Village, and PTSA Diversity Committee. It could be helpful to set up group or individual interviews among different organizations to obtain more information that was not achieved from the survey. Are there ways the community could offer a system for mental health |
| 5 - I recall an African American woman speaking about several interactions that made her feel unwelcome in the community. One in particular was the fact that a police car is often stationed at the corner where she lives. The impression that left her was that this is a part of the village that has the potential for trouble and she found in an unwelcome perhaps insulting presence. I brought this up at a subsequent BOT meeting. I was told as I suspected that police cars stationed there to catch traffic / speeding offences. When I mention that that was not really the point - the point was the perception it left - it seemed not |
| 5 - I would love to hear the Task Force's position on their efforts in relation to people of color in the town. |
| 5 - Police reform also needs to be addressed at the local level of all municipalities. There should be a push for more intensive police training in dealing with social and mental health issues. |
| 5 - What steps are being taken to ensure the force is being antiracist in its approach to policing? What outreach is being done to those most affected by the disparities in the current approach? |
| 5 - Will the police have a role in the reduction of hate crimes? |
| 6 - Unfortunately I have very low confidence in the integrity of the Dobbs Ferry Police Department. [It is] a disgusting failure by the Dobbs Ferry Police Department to be accountable to the public and protect our safety. |
| 6 - We've been in Dobbs for about 45 years. In that time period Police or other activity has occurred outside of the DFP jurisdiction, but very close by where said activity did or could have affected folks in Dobbs Ferry. |
| 6 - Why is this Zoom being recorded if the police officers were asked to leave to offer anonymity? I feel the police officers' feedback is missing from this conversation. I'm wondering who wrote the survey, it skewed quite negative in the type of questions asked. I walked past a police officer yesterday and there was no acknowledgement on his part whatsoever. |

| |
|---|
| 1 = traffic issues |
| 2 = youth programs |
| 3 = community engagement/officer attitude |
| 4 = auto mischief |
| 5 = racism/DEI/training |
| 6 = communication/transparency |
| 7 = hiring/recruitment |
| 8 = policies/equipment |
| 9 = general positive |
| 7 - Can Dobbs Ferry be more proactive with hiring practices so that cops with dubious background and experiences are weeded out? |
| 7 - Is there a residency requirement to join the Dobbs Ferry police department? If not, what efforts have been made to recruit diverse officers, ie Black, Latino, etc? |
| 8 - [Another participant] asked the task force to look into the growth in size and budget of the police force relative to the population of Dobbs. I want to echo this request and suggest that we audit the types of calls that the department responds to and create a hotline that the village can use to triage and respond to requests that don't require police intervention. This could range from issues as substantial as mental health crises to as small as downed power lines or trees. |
| 8 - Can mediation be used as a source of providing services and a better way of handling situations rather than utilizing the police? Or can psychotherapy services be integrated into the police department? |
| 8 - Is our police force the right size for a Village of 11,000 people with relatively low crime rates? How does our police force size compare to similarly-sized municipalities both locally and across the country? Our budget could be shifted towards funding for social services and cultural/recreational resources. How can the police department be more transparent with analyzing and reporting policing data along demographic lines to assess whether bias really does exist? |
| 8 - Why do our officers need to drive around with weapons of war? I am not suggesting that any officer has misused a weapon. I am suggesting that the mere presence of these weapons, especially to the extent that they are visible in vehicles, is unnecessarily intimidating to populations that have been on the receiving end of much unnecessary violence and that big guns are not the best way for police to keep anyone safe. |
| 9 - I have a biracial family and the police department was very professional and courteous to my family during an emergency call. They go above and beyond the call of duty. |
| 9 - The Dobbs Ferry police acted with incredible bravery and professionalism during a life-threatening situation across the street from me in the spring. |

APPENDIX B

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

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

I, VINCENT ROSSILLO, as the Chief Executive of THE VILLAGE OF DOBBS FERRY (the "Local Government"), hereby certify the following pursuant to Executive Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- ☒ The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- ☒ The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- ☒ The Local Government has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan;
- ☒ The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- ☒ The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

VINCENT ROSSILLO
Name

Signature

VILLAGE MAYOR
Title

MARCH 23, 2021
Date