



# Community Feedback on Police Chief Recruitment

August 23, 2019, 9:25 AM

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## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

## Summary Of Responses

As of August 23, 2019, 9:25 AM, this forum had:

Attendees: 235  
Responses: 60  
Hours of Public Comment: 3.0

Topic Start

June 20, 2019, 11:29 PM

Topic End

August 21, 2019, 4:16 PM

### QUESTION 1

Do you live in the City of Vallejo?



### QUESTION 2

If you are a member of this community, how long have you resided in Vallejo?



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### QUESTION 3

#### Are you a business owner in Vallejo?



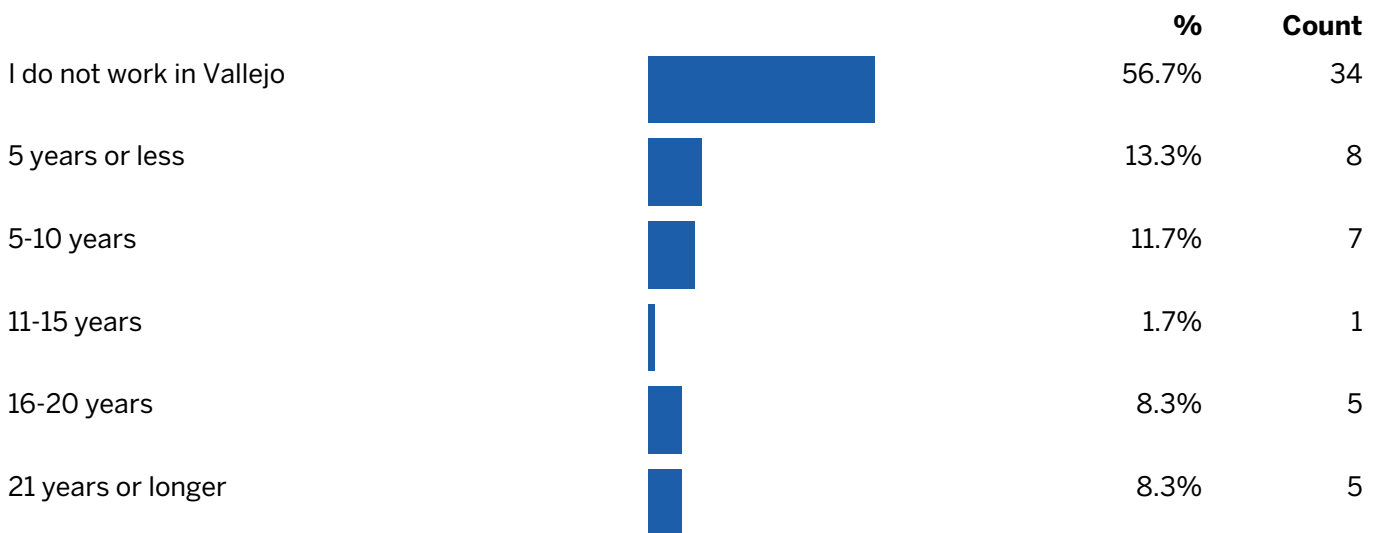
### QUESTION 4

#### If you live in Vallejo, do you also work in Vallejo?



### QUESTION 5

#### How long have you worked in Vallejo?



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### QUESTION 6

**Are you an employee, or family member of an employee, of the Vallejo Police Department?**

		%	Count
No		100.0%	60

### QUESTION 7

**7. Are you an employee, or family member of an employee, of the City of Vallejo (non-police)?**

		%	Count
Yes		5.0%	3
No		95.0%	57

### QUESTION 8

**Prioritize the most significant challenges the next Police Chief will face.**

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation








### QUESTION 9

**Select the characteristics/attributes of the next Police Chief that are most important to you (select up to 3 attributes).**

		%	Count
The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.		23.3%	14

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

		%	Count
Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.		48.3%	29
A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.		33.3%	20
A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship		16.7%	10
A leadership style characterized by accountability, transparency, and inclusion.		58.3%	35
Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.		43.3%	26
An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.		43.3%	26
A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.		13.3%	8

### QUESTION 10

**Is there anything else you wish to share about the traits and characteristics in a new Police Chief?**

Answered	38
Skipped	22

all also been candidate **chief community** crime experience force from help high his into just leader like line live lives must

## Community Feedback on Police Chief Recruitment

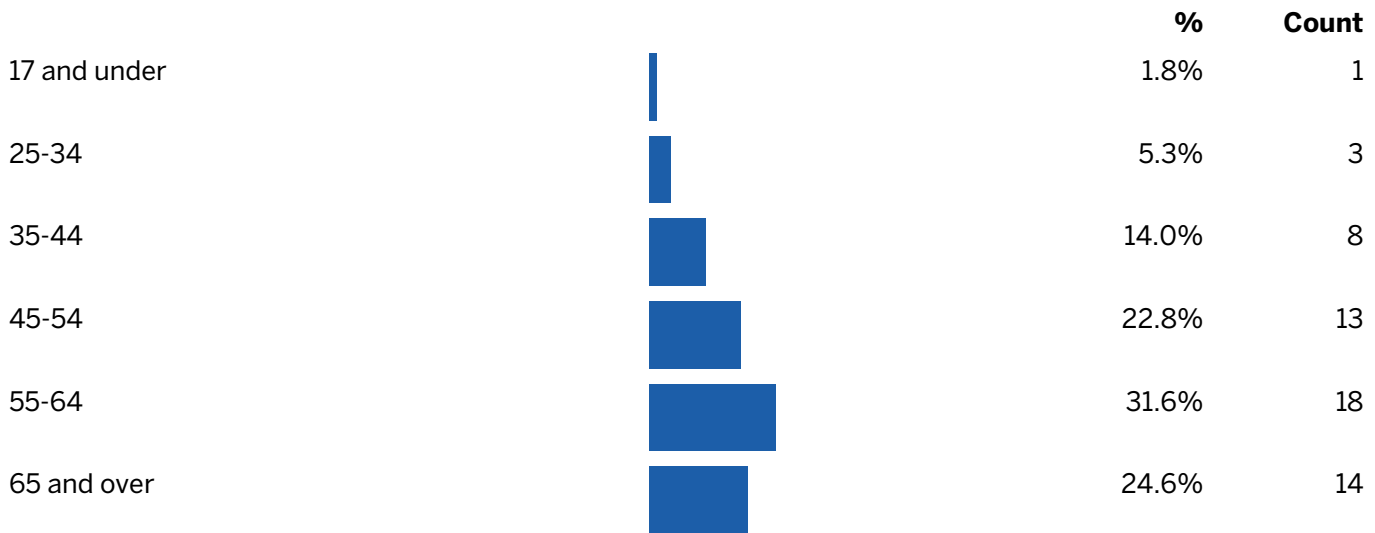
The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

need **needs** new officers **police** so someone **†** **them** **they** **those** training **use** **vallejo** ve **vpd** what **who** **within**

### QUESTION 11

The following questions are optional:

**What is your age?**



### QUESTION 12

**What gender do you identify with?**

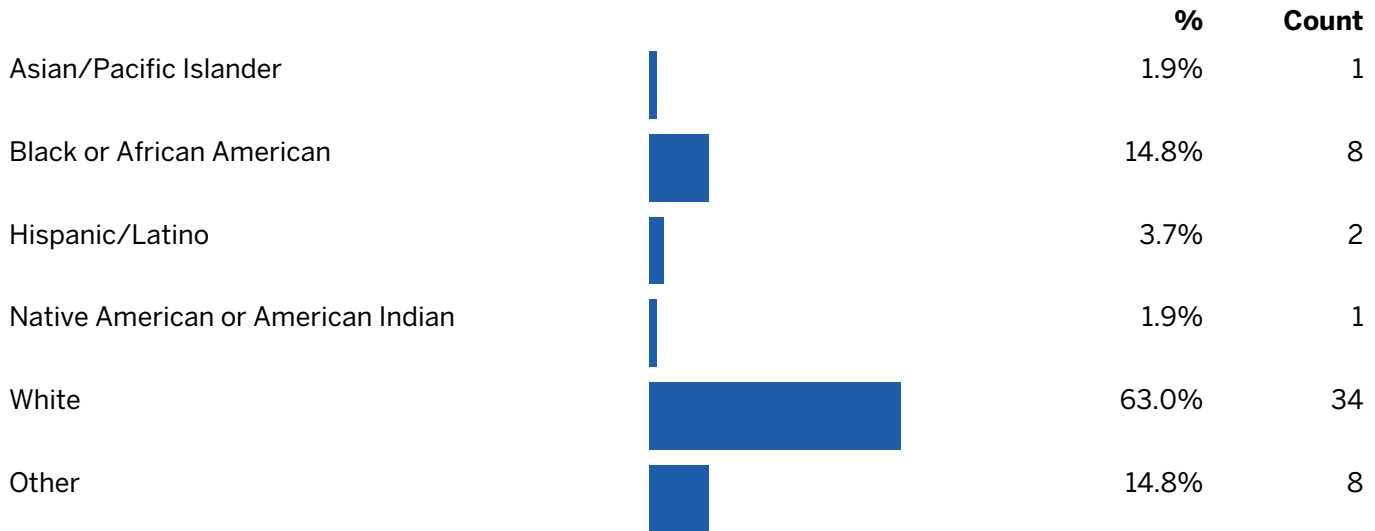


### QUESTION 13

## Community Feedback on Police Chief Recruitment

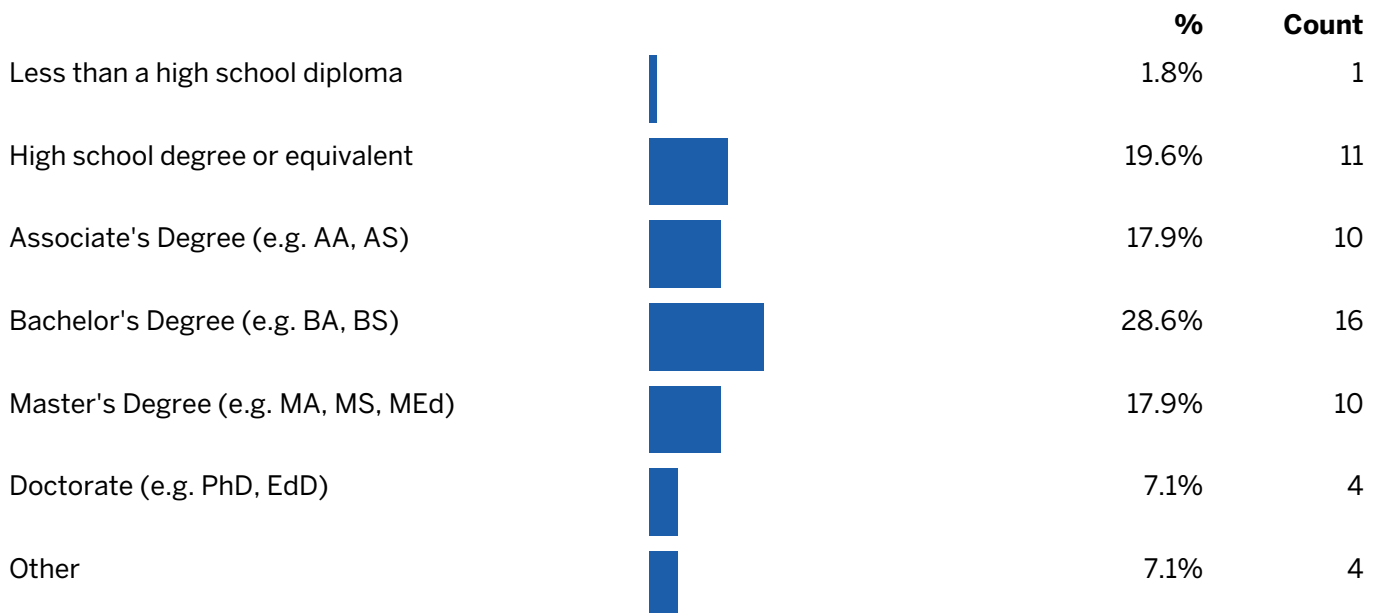
The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### What is your ethnicity (race)?



### QUESTION 14

#### Education









### QUESTION 15

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Employment Status

		%	Count
Employed full-time (40+ hours a week)		40.7%	22
Employed part-time (less than 40 hours a week)		13.0%	7
Unemployed (currently looking for work)		1.9%	1
Student		1.9%	1
Retired		29.6%	16
Self-employed		13.0%	7

### QUESTION 16

#### Marital Status

		%	Count
Single (never married)		18.2%	10
Married		58.2%	32
In a domestic partnership		9.1%	5
Divorced		9.1%	5
Widowed		5.5%	3

### QUESTION 17

#### Household Income

		%	Count
\$10k-\$50k		12.8%	6



### Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Survey Questions

#### QUESTION 1

**Do you live in the City of Vallejo?**

- Yes
- No

#### QUESTION 2

**If you are a member of this community, how long have you resided in Vallejo?**

- I do not live in Vallejo
- 5 years or less
- 6-10 years
- 11-15 years
- 16-20 years
- 21 years or longer

#### QUESTION 3

**Are you a business owner in Vallejo?**

- Yes
- No

#### QUESTION 4

**If you live in Vallejo, do you also work in Vallejo?**

- Yes
- No

#### QUESTION 5

**How long have you worked in Vallejo?**

- I do not work in Vallejo
- 5 years or less
- 5-10 years
- 11-15 years
- 16-20 years
- 21 years or longer

#### QUESTION 6

**Are you an employee, or family member of an employee, of the Vallejo Police Department?**

- Yes
- No

#### QUESTION 7

**7. Are you an employee, or family member of an employee, of the City of Vallejo (non-police)?**

- Yes
- No

#### QUESTION 8

**Prioritize the most significant challenges the next Police Chief will face.**

- Strained Relationship with Community
- Retention & Turnover
- Compensation
- Solutions Focused Leader
- Possible Department Relocation

#### QUESTION 9

**Select the characteristics/attributes of the next Police Chief that are most important to you (select up to 3 attributes).**

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship
- A leadership style characterized by accountability, transparency, and inclusion.

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

### QUESTION 10

**Is there anything else you wish to share about the traits and characteristics in a new Police Chief?**

### QUESTION 11

**The following questions are optional:  
What is your age?**

- 17 and under
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 and over

### QUESTION 12

**What gender do you identify with?**

- Male
- Female
- Other
- Prefer not to say

### QUESTION 13

**What is your ethnicity (race)?**

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

### QUESTION 14

**Education**

- Less than a high school diploma
- High school degree or equivalent
- Associate's Degree (e.g. AA, AS)
- Bachelor's Degree (e.g. BA, BS)
- Master's Degree (e.g. MA, MS, MEd)
- Doctorate (e.g. PhD, EdD)
- Other

### QUESTION 15

**Employment Status**

- Employed full-time (40+ hours a week)
- Employed part-time (less than 40 hours a week)
- Unemployed (currently looking for work)
- Unemployed (not currently looking for work)
- Student
- Retired
- Self-employed
- Unable to work

### QUESTION 16

**Marital Status**

- Single (never married)
- Married
- In a domestic partnership
- Divorced
- Widowed

### QUESTION 17

**Household Income**

- Below \$10k
- \$10k-\$50k
- \$50k-\$100k
- \$100k-\$150k
- \$150-\$200k
- Over \$200k

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

## Individual Responses

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### Name not shown

inside Vallejo

June 21, 2019, 5:32 PM

#### Question 1

- Yes

#### Question 2

- 11-15 years

#### Question 3

- No

#### Question 4

- No

#### Question 5

- I do not work in Vallejo

#### Question 6

- No

#### Question 7

- No

#### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Possible Department Relocation

#### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.

- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

#### Question 10

The new police chief needs to have a lot of courage to stand up to political pressures and to wrongdoers within the department. The chief needs to experienced in management, but not near the end of his/her career.

#### Question 11

- 65 and over

#### Question 12

- Female

#### Question 13

- White

#### Question 14

- Bachelor's Degree (e.g. BA, BS)

#### Question 15

- Retired

#### Question 16

- Married

#### Question 17

- \$50k-\$100k

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### Name not available

June 21, 2019, 5:40 PM

#### Question 1

- Yes

#### Question 2

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- 5 years or less

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Possible Department Relocation
2. Strained Relationship with Community
3. Compensation
4. Retention & Turnover
5. Solutions Focused Leader

### Question 9

- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

### Question 10

Get the dam hookers off the streets

### Question 11

- 35-44

### Question 12

- Male

### Question 13

No response

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$50k-\$100k

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### Name not shown

inside Vallejo

June 21, 2019, 5:44 PM

### Question 1

- Yes

### Question 2

- 16-20 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

### Question 9

- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

I'd like to see more in depth background checks on potential police officers. We don't need those with "John Wayne complex" or those with anger issues

### Question 11

- 65 and over

### Question 12

- Female

### Question 13

- White

### Question 14

- High school degree or equivalent

### Question 15

- Retired

### Question 16

- Divorced

### Question 17

- \$50k-\$100k

### Name not available

June 21, 2019, 5:59 PM

#### Question 1

- Yes

#### Question 2

- 21 years or longer

#### Question 3

- No

#### Question 4

- Yes

#### Question 5

- 5-10 years

#### Question 6

- No

#### Question 7

- No

#### Question 8

1. Strained Relationship with Community
2. Retention & Turnover
3. Solutions Focused Leader
4. Compensation
5. Possible Department Relocation

#### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- A leadership style characterized by accountability, transparency, and inclusion.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 10

I would like the next chief to be a woman of color

### Question 11

- 35-44

### Question 12

- Female

### Question 13

- Black or African American

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Single (never married)

### Question 17

- \$50k-\$100k

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### Name not available

June 21, 2019, 6:11 PM

### Question 1

- Yes

### Question 2

- 11-15 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

must hold his officers accountable for killing black unharmed members in our community

### Question 11

- 55-64

### Question 12

- Male

### Question 13

- Black or African American

### Question 14

- Bachelor's Degree (e.g. BA, BS)

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 15

- Employed part-time (less than 40 hours a week)

### Question 16

- Single (never married)

### Question 17

- \$10k-\$50k

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### Rhonda Rochon Smith

inside Vallejo

June 21, 2019, 6:27 PM

### Question 1

- Yes

### Question 2

- 16-20 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Strained Relationship with Community
3. Retention & Turnover

4. Compensation

5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Needs to have a proven track record in recruiting a diverse team and genuine community engagement

### Question 11

- 45-54

### Question 12

- Female

### Question 13

- Black or African American

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Divorced

### Question 17

- \$50k-\$100k
-



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Jason Kishineff

outside Vallejo

June 21, 2019, 6:28 PM

#### Question 1

- No

#### Question 2

- I do not live in Vallejo

#### Question 3

- No

#### Question 4

- Yes

#### Question 5

- 5 years or less

#### Question 6

- No

#### Question 7

- No

#### Question 8

1. Solutions Focused Leader
2. Strained Relationship with Community
3. Retention & Turnover

#### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.

#### Question 10

She/he will have the integrity to fire officers who murder.

#### Question 11

- 45-54

#### Question 12

- Male

#### Question 13

- Other - Prefer not to answer

#### Question 14

- Other - Prefer not to answer

#### Question 15

- Self-employed

#### Question 16

- Married

#### Question 17

- \$50k-\$100k

---

### Name not available

June 21, 2019, 6:38 PM

#### Question 1

- Yes

#### Question 2

- 21 years or longer

#### Question 3

- No

#### Question 4

- No

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Retention & Turnover
3. Solutions Focused Leader
4. Possible Department Relocation
5. Compensation

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

No response

### Question 11

- 65 and over

### Question 12

- Male

### Question 13

- White

### Question 14

- Associate's Degree (e.g. AA, AS)

### Question 15

- Retired

### Question 16

- Married

### Question 17

- \$50k-\$100k

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### Name not shown

inside Vallejo

June 21, 2019, 6:44 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- Yes

### Question 5

- 21 years or longer

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

2. Solutions Focused Leader
3. Retention & Turnover

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Should be comfortable with disciplining officers when appropriate.  
Shouldn't automatically take stance that they were justified in actions or downplay citizens' complaints.

### Question 11

- 45-54

### Question 12

- Female

### Question 13

- Black or African American

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Divorced

### Question 17

- \$150-\$200k

## Colin Hagerstrand

June 21, 2019, 6:49 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

No response

### Question 11

- 65 and over

### Question 12

- Male

### Question 13

- White

### Question 14

- Associate's Degree (e.g. AA, AS)

### Question 15

- Retired

### Question 16

- Married

### Question 17

- \$100k-\$150k

---

### Name not available

June 21, 2019, 6:54 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- Yes

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

A focus on training to reduce officer involved shootings and the handling of people with mental health crisis. Anti-bias training to eliminate racist bias on the force.

### Question 11

- 45-54

### Question 12

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Female

### Question 13

- White

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- Over \$200k

---

### Name not available

June 21, 2019, 7:06 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- Yes

### Question 4

- No

### Question 5

- 16-20 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Retention & Turnover
3. Possible Department Relocation
4. Compensation
5. Strained Relationship with Community

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

Yes, using the words 'diverse' and 'inclusive' nearly guarantee the next chief will have to fit in with the cities racial tribalism, guaranteeing Vallejo's problems will continue.

### Question 11

- 35-44

### Question 12

- Prefer not to say

### Question 13

- Other - None of your business. Judge ideas on merit, not in skin color.

### Question 14

- Other - It's bigoted to ask for public input and then evaluate it based on race, income, and college experience. What kind of monkeyshine is this?

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Single (never married)

### Question 17

No response

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### Name not available

June 21, 2019, 7:09 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- 16-20 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Possible Department Relocation
4. Compensation
5. Retention & Turnover

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

No response

### Question 11

- 45-54

### Question 12

- Male

### Question 13

- Other - Hispanic black white

### Question 14

- High school degree or equivalent

### Question 15

- Self-employed

### Question 16

- Single (never married)

### Question 17

- \$10k-\$50k

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### PATRICIA POINSETT

inside Vallejo

June 21, 2019, 8:08 PM

### Question 1

- Yes

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 2

- 6-10 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Strained Relationship with Community

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Needs to train or have training for officers on use of force

### Question 11

- 65 and over

### Question 12

- Female

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Retired

### Question 16

- Single (never married)

### Question 17

- \$10k-\$50k

---

### Name not available

June 21, 2019, 8:12 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 7

- No

### Question 8

1. Retention & Turnover
2. Compensation

### Question 9

- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship

### Question 10

allows the officers to do solid police work without worry of political correctness.

### Question 11

- 55-64

### Question 12

- Male

### Question 13

- Other - native amer and white

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$150-\$200k

---

**Thomas Judt**  
inside Vallejo

June 21, 2019, 8:15 PM

### Question 1

- Yes

### Question 2

- 16-20 years

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- 16-20 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Compensation
4. Retention & Turnover
5. Possible Department Relocation

### Question 9

- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 10

A leader who can bring together social services and ensure those groups requiring police attention get the services they need. See City of Oakland policing strategies.

### Question 11

- 55-64

### Question 12

- Male

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Single (never married)

### Question 17

- \$50k-\$100k

---

### Name not shown

inside Vallejo

June 21, 2019, 8:30 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Strained Relationship with Community
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.

### Question 10

No response

### Question 11

- 45-54

### Question 12

- Male

### Question 13

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Asian/Pacific Islander

### Question 14

- Associate's Degree (e.g. AA, AS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- In a domestic partnership

### Question 17

- \$150-\$200k

---

### Name not available

June 21, 2019, 8:43 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- Yes

### Question 5

- 21 years or longer

### Question 6

- No

### Question 7

- No

### Question 8

1. Retention & Turnover
2. Compensation
3. Strained Relationship with Community
4. Solutions Focused Leader
5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

No response

### Question 11

- 45-54

### Question 12

- Female

### Question 13

No response

### Question 14

No response

### Question 15

- Employed part-time (less than 40 hours a week)

### Question 16

- Single (never married)

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 17

No response

---

### Name not available

June 21, 2019, 10:01 PM

### Question 1

- Yes

### Question 2

- 16-20 years

### Question 3

- No

### Question 4

- Yes

### Question 5

- 5 years or less

### Question 6

- No

### Question 7

- Yes

### Question 8

1. Strained Relationship with Community
2. Possible Department Relocation
3. Solutions Focused Leader
4. Retention & Turnover
5. Compensation

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.

- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Listen to your residents first, your union 2nd

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- White

### Question 14

- Associate's Degree (e.g. AA, AS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- Over \$200k

---

### Name not shown

inside Vallejo

June 22, 2019, 5:08 AM

### Question 1

- Yes

### Question 2

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- 21 years or longer

### Question 3

- No

### Question 4

- Yes

### Question 5

- 21 years or longer

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Retention & Turnover
3. Solutions Focused Leader
4. Possible Department Relocation
5. Compensation

### Question 9

- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

No response

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- Native American or American Indian

### Question 14

- High school degree or equivalent

### Question 15

- Retired

### Question 16

- Married

### Question 17

- \$50k-\$100k

---

### Cookie G

inside Vallejo

June 22, 2019, 7:35 AM

### Question 1

- Yes

### Question 2

- 11-15 years

### Question 3

- No

### Question 4

- Yes

### Question 5

- 11-15 years

### Question 6

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Retention & Turnover

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

This makes no sense that you only allow us to pick three because all of them are do very valuable into looking for Police Chief? We should pick as many that we feel applies and from what I can see all is there. Based on not only is it his responsible and his gold to teach and to help guide his staff into policing peace in the community in doing so protecting lives including the lives of the people that they're supposed to be providing peace for as well as their colleagues, However important thing investing in those who live with a disability and stress into an adult and to be visual with the police department because my concern is always been for my sons including my son Who lives Downs Syndrome ~What We need a Police Chief like Chief Daniel of Sacramento. His characters have proven with hard work and complete gold to build relationships with the community. Also I believe he should live in our community!!!!!!!!!!!!!!

### Question 11

- 45-54

### Question 12

- Female

### Question 13

- Other - Multicultural-African-American-What-Caucasian-European-American Western Indian

### Question 14

- Other - I think this should be inappropriate I think it opens the door to judge whether you value the opinions of what matters to them about What a Police Chief should look like

### Question 15

No response

### Question 16

- Divorced

### Question 17

No response

---

### Name not shown

inside Vallejo

June 22, 2019, 11:30 AM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- No

### Question 4

- Yes

### Question 5

- 5 years or less

### Question 6

- No

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 7

- No

### Question 8

1. Strained Relationship with Community

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

No response

### Question 11

- 35-44

### Question 12

- Female

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$100k-\$150k

---

### Ray Myers

inside Vallejo

June 22, 2019, 12:26 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship

### Question 10

He or she must demonstrate character, toughness and love of a healthy community.

### Question 11

- 65 and over

### Question 12

- Male

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Retired

### Question 16

- Married

### Question 17

- \$100k-\$150k

---

### Name not shown

inside Vallejo

June 22, 2019, 12:57 PM

### Question 1

- Yes

### Question 2

- 6-10 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Retention & Turnover
3. Solutions Focused Leader
4. Compensation
5. Possible Department Relocation

### Question 9

- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

### Question 10

No response

### Question 11

- 35-44

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 12

- Female

### Question 13

- White

### Question 14

- Doctorate (e.g. PhD, EdD)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$150-\$200k

---

### Name not available

June 22, 2019, 1:02 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.

### Question 10

Willingness to meet with people and listen

### Question 11

- 65 and over

### Question 12

- Male

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Retired



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 16

- Married

### Question 17

- \$100k-\$150k

---

### Richard Pinkard JR

inside Vallejo

June 22, 2019, 3:09 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- No

### Question 4

- Yes

### Question 5

- 5-10 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Compensation
3. Strained Relationship with Community
4. Retention & Turnover
5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.

### Question 10

The last Chief of Police came from Benicia, and I would like the next leader to be someone with experience within a diverse inner city with a high level of ethics.

### Question 11

- 25-34

### Question 12

- Male

### Question 13

- Black or African American

### Question 14

- Associate's Degree (e.g. AA, AS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$100k-\$150k

---

### Name not shown

inside Vallejo

June 23, 2019, 7:49 AM

### Question 1

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Yes

### Question 2

- 5 years or less

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.

### Question 10

Someone with the courage and vision to reform a police department that has highest rate of liability payments per officer in the Bay Area and has been forced to pay high rates for little insurance in a high risk pool. Viral police videos show that the VPD faces a high number of police misconduct suits going forward. The City, VPD and VPOA have been in denial about this pattern and practice of misconduct. Meeting this challenge will be extremely difficult due to entrenched defenders of the status quo. Knives will be out. We desperately need help. The cost of liability payments is unaffordable, but the loss of trust and suffering of families, individuals and communities is immeasurable.

### Question 11

- 65 and over

### Question 12

- Male

### Question 13

- White

### Question 14

- Doctorate (e.g. PhD, EdD)

### Question 15

- Retired

### Question 16

- Married

### Question 17

- \$150-\$200k

---

### Name not available

June 23, 2019, 1:15 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Someone that can be separate from VPOA. Someone that can fire bad police officers.

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- White

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- In a domestic partnership

### Question 17

- \$100k-\$150k

---

### Name not shown

inside Vallejo

June 23, 2019, 1:31 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Retention & Turnover
3. Solutions Focused Leader
4. Possible Department Relocation
5. Compensation

### Question 9

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

No response

### Question 11

- 45-54

### Question 12

- Female

### Question 13

- White

### Question 14

- Associate's Degree (e.g. AA, AS)

### Question 15

- Employed part-time (less than 40 hours a week)

### Question 16

No response

### Question 17

No response

---

## Donald Osborne

inside Vallejo

June 23, 2019, 3:54 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- 5 years or less

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Retention & Turnover
3. Solutions Focused Leader
4. Compensation
5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

All of these are important.

### Question 11

- 65 and over

### Question 12

- Male

### Question 13

- White

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- In a domestic partnership

### Question 17

- \$50k-\$100k

---

### Name not available

June 23, 2019, 8:27 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- 5-10 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Retention & Turnover
2. Strained Relationship with Community
3. Compensation
4. Solutions Focused Leader
5. Possible Department Relocation

### Question 9

- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

### Question 10

creating real change in use of force, interaction with community and in reducing crime ; also addressing the perception of rogue police and high crime.

### Question 11

No response

### Question 12

No response

### Question 13

No response

### Question 14

No response

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 15

No response

### Question 16

No response

### Question 17

No response

---

### Name not available

June 24, 2019, 11:32 AM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- 5 years or less

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Possible Department Relocation
4. Retention & Turnover

5. Compensation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

A proactive leader, holding bad actors within the force accountable, and prioritizing the community at or above the level of the force. No thin blue line.

### Question 11

- 45-54

### Question 12

- Female

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Self-employed

### Question 16

- Single (never married)

### Question 17

- \$50k-\$100k

---

### Name not shown

inside Vallejo

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

June 24, 2019, 5:53 PM

### Question 1

- Yes

### Question 2

- 11-15 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Possible Department Relocation
5. Compensation

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

No response

### Question 11

- 65 and over

### Question 12

- Female

### Question 13

- Other - Multi-ethnic

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Employed part-time (less than 40 hours a week)

### Question 16

- Widowed

### Question 17

- \$50k-\$100k

---

### Name not available

June 24, 2019, 6:41 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- Yes

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 5

- 21 years or longer

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Strained Relationship with Community
3. Possible Department Relocation
4. Compensation
5. Retention & Turnover

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Willingness to engage in new training of rookie officers as well as seasoned officers using proven methods that de escalate situations and use of measures that avoid putting officers in harms' way justifying the use of lethal force

### Question 11

- 17 and under

### Question 12

- Female

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Self-employed

### Question 16

- Married

### Question 17

- \$50k-\$100k

---

### Name not shown

inside Vallejo

June 24, 2019, 7:46 PM

### Question 1

- Yes

### Question 2

- 5 years or less

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### 1. Strained Relationship with Community

June 24, 2019, 7:51 PM

#### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

#### Question 10

Must have experience reforming a police dept., provide deep trainings in de-escalation, hold officers accountable (and be ok firing them) if they use excessive force

#### Question 11

- 35-44

#### Question 12

- Female

#### Question 13

- White

#### Question 14

- Bachelor's Degree (e.g. BA, BS)

#### Question 15

- Employed part-time (less than 40 hours a week)

#### Question 16

- In a domestic partnership

#### Question 17

No response

---

#### Name not shown

inside Vallejo

#### Question 1

- Yes

#### Question 2

- 16-20 years

#### Question 3

- No

#### Question 4

- Yes

#### Question 5

- 5-10 years

#### Question 6

- No

#### Question 7

- Yes

#### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

#### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Someone who is kind, and not easily ruffled.

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$150-\$200k

---

### Name not available

June 24, 2019, 8:53 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Must live in Vallejo

### Question 11

- 55-64

### Question 12

- Male

### Question 13

- White

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 14

- High school degree or equivalent

### Question 15

- Self-employed

### Question 16

- In a domestic partnership

### Question 17

No response

---

### Name not available

June 24, 2019, 9:00 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Retention & Turnover

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

### Question 10

No response

### Question 11

- 45-54

### Question 12

- Female

### Question 13

No response

### Question 14

- High school degree or equivalent

### Question 15

No response

### Question 16

- Married

### Question 17

- \$50k-\$100k

---

### Name not shown

inside Vallejo

June 24, 2019, 11:19 PM

### Question 1

- Yes

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

No response

### Question 11

- 65 and over

### Question 12

- Female

### Question 13

- White

### Question 14

- Bachelor's Degree (e.g. BA, BS)

### Question 15

- Retired

### Question 16

- Married

### Question 17

- \$10k-\$50k

---

### Name not shown

inside Vallejo

June 25, 2019, 12:06 AM

### Question 1

- Yes

### Question 2

- 11-15 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover

### Question 9

- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

No response

### Question 11

- 35-44

### Question 12

- Female

### Question 13

- White

### Question 14

- Doctorate (e.g. PhD, EdD)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$100k-\$150k

---

### Name not available

June 25, 2019, 6:56 AM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- Yes

### Question 5

- 21 years or longer

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Strained Relationship with Community
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.

### Question 10

Definitely a leader who will get a handle on crime and growing our force in size.

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- White

### Question 14

- High school degree or equivalent

### Question 15

- Employed part-time (less than 40 hours a week)

### Question 16

- Widowed

### Question 17

No response

---

### Name not shown

inside Vallejo

June 25, 2019, 7:26 AM

### Question 1

- No

### Question 2

- 6-10 years

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- 5-10 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community

### Question 9

- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

Someone who is horrified that police have been killing young men without facing any consequences.

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- White

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

No response

### Question 16

- Married

### Question 17

- \$50k-\$100k

---

### Name not shown

inside Vallejo

June 25, 2019, 12:53 PM

### Question 1

- Yes

### Question 2

- 11-15 years

### Question 3

- No

### Question 4

- No

### Question 5

- 5 years or less

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Retention & Turnover
3. Strained Relationship with Community
4. Compensation
5. Possible Department Relocation

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

No response

### Question 11

- 55-64

### Question 12

- Prefer not to say

### Question 13

- White

### Question 14

- Associate's Degree (e.g. AA, AS)

### Question 15

- Retired

### Question 16

- Single (never married)

### Question 17

- \$100k-\$150k
-

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Name not available

June 25, 2019, 3:18 PM

#### Question 1

- Yes

#### Question 2

- 5 years or less

#### Question 3

- No

#### Question 4

- No

#### Question 5

- I do not work in Vallejo

#### Question 6

- No

#### Question 7

- No

#### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

#### Question 9

- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

#### Question 10

I strongly suggest the new chief of police be a candidate from outside Solano County, but also be a candidate that has experience in community diversity that closely mirrors Vallejo's. Hiring a candidate from outside Solano County can bring new initiative unswayed by the current police culture plaguing the city and help to limit biased actions toward community members.

#### Question 11

- 25-34

#### Question 12

- Other - Does not matter

#### Question 13

- White

#### Question 14

- Associate's Degree (e.g. AA, AS)

#### Question 15

- Student

#### Question 16

- Single (never married)

#### Question 17

- \$10k-\$50k

---

### Name not available

June 27, 2019, 12:21 PM

#### Question 1

- Yes

#### Question 2

- 16-20 years

#### Question 3



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Yes

### Question 4

- Yes

### Question 5

- 16-20 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Strained Relationship with Community
3. Retention & Turnover

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

No response

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- White

### Question 14

- High school degree or equivalent

### Question 15

- Self-employed

### Question 16

No response

### Question 17

- Over \$200k

---

### Name not available

June 27, 2019, 11:26 PM

### Question 1

- Yes

### Question 2

- 11-15 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- 2. Retention & Turnover
- 3. Compensation

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

No response

### Question 11

- 45-54

### Question 12

- Female

### Question 13

- Black or African American

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Unemployed (currently looking for work)

### Question 16

- Married

### Question 17

- \$150-\$200k

### Name not available

July 4, 2019, 10:53 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Possible Department Relocation
3. Compensation
4. Retention & Turnover
5. Strained Relationship with Community

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 10

Show support for the entire community and not just the loudmouth liberals and thug huggers. Give the officers the training and tools necessary to do their jobs. A police chief should be an active member of the Force with a great deal of line experience and not just a paper pushing Administrator.

### Question 11

- 55-64

### Question 12

- Male

### Question 13

- White

### Question 14

- High school degree or equivalent

### Question 15

- Retired

### Question 16

- Married

### Question 17

- \$50k-\$100k

---

### Name not available

July 8, 2019, 5:04 AM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- 16-20 years

### Question 6

- No

### Question 7

- Yes

### Question 8

1. Strained Relationship with Community
2. Compensation
3. Retention & Turnover
4. Solutions Focused Leader
5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship

### Question 10

No response

### Question 11

- 35-44

### Question 12

- Female

### Question 13

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Hispanic/Latino

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- Over \$200k

---

### Name not available

July 12, 2019, 4:34 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- Yes

### Question 5

- 5-10 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Retention & Turnover
2. Strained Relationship with Community
3. Compensation
4. Solutions Focused Leader
5. Possible Department Relocation

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

Require civility in dealing with suspects. Name calling and unprofessionalism shouldn't be characteristic of our officers, as witnessed in McCoy video.

### Question 11

- 45-54

### Question 12

- Female

### Question 13

- White

### Question 14

- High school degree or equivalent

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- \$50k-\$100k

---

### Name not available

July 15, 2019, 4:59 PM

#### Question 1

- Yes

#### Question 2

- 6-10 years

#### Question 3

- No

#### Question 4

- No

#### Question 5

- I do not work in Vallejo

#### Question 6

- No

#### Question 7

- No

#### Question 8

1. Retention & Turnover
2. Strained Relationship with Community
3. Solutions Focused Leader

#### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.

- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship

#### Question 10

VPD needs to develop sensitivity to the victims of violent crimes so that VPD does not "revictimize" those already suffering trauma.

#### Question 11

- 65 and over

#### Question 12

- Female

#### Question 13

- Other - Prefer not to say

#### Question 14

- Bachelor's Degree (e.g. BA, BS)

#### Question 15

- Retired

#### Question 16

- Married

#### Question 17

No response

---

### Name not shown

inside Vallejo

July 15, 2019, 5:31 PM

#### Question 1

- Yes

#### Question 2

- 21 years or longer

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

### Question 9

- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship
- A leadership style characterized by accountability, transparency, and inclusion.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

### Question 10

No response

### Question 11

- 55-64

### Question 12

- Male

### Question 13

- White

### Question 14

- Less than a high school diploma

### Question 15

- Self-employed

### Question 16

- Married

### Question 17

- \$100k-\$150k

---

### Nancy Brown

inside Vallejo

July 15, 2019, 7:57 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover

### Question 9

- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Knowledge of restorative justice juvenile diversion programs and restorative justice ideology.

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- Black or African American

### Question 14

- Doctorate (e.g. PhD, EdD)

### Question 15

- Employed part-time (less than 40 hours a week)

### Question 16

- Married

### Question 17

No response

### Name not available

July 16, 2019, 7:54 AM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- Yes

### Question 5

- 5-10 years

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Retention & Turnover
3. Strained Relationship with Community
4. Compensation
5. Possible Department Relocation

### Question 9

- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A leadership style characterized by accountability, transparency, and inclusion.

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

No response

### Question 11

- 25-34

### Question 12

- Male

### Question 13

- White

### Question 14

- High school degree or equivalent

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$10k-\$50k

---

### Name not available

July 16, 2019, 8:41 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Solutions Focused Leader
2. Retention & Turnover
3. Compensation
4. Strained Relationship with Community
5. Possible Department Relocation

### Question 9

- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

### Question 10

No response

### Question 11

- 55-64

### Question 12

- Male

### Question 13

- White

### Question 14

- High school degree or equivalent



## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 15

- Employed full-time (40+ hours a week)

### Question 16

- Married

### Question 17

- \$50k-\$100k

---

### Name not shown

inside Vallejo

July 18, 2019, 3:38 PM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Retention & Turnover

4. Compensation

5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

No response

### Question 11

- 55-64

### Question 12

- Female

### Question 13

- Black or African American

### Question 14

- Associate's Degree (e.g. AA, AS)

### Question 15

- Retired

### Question 16

- Married

### Question 17

- Over \$200k

---

### Name not available

July 18, 2019, 4:34 PM

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader

### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

No response

### Question 11

- 65 and over

### Question 12

- Female

### Question 13

- White

### Question 14

- Other - Some College

### Question 15

- Retired

### Question 16

- Widowed

### Question 17

No response

---

### Name not available

July 22, 2019, 10:20 AM

### Question 1

- Yes

### Question 2

- 21 years or longer

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 6

- No

### Question 7

- No

### Question 8

1. Strained Relationship with Community
2. Solutions Focused Leader
3. Compensation
4. Retention & Turnover
5. Possible Department Relocation

### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

### Question 10

Dealing with the seeming "Good old Boy" of many of the officers and their 'Don't bother me' attitude. I've seen them ticket for a left turn in which only the back bride crossed the gore line and accost a victim in a neighborhood dispute, just because the victim was black and the attacker was Filipino. We've called them about what appeared to be a stripped car and in response they came out and made citations on any car they could within a two block radius as a result.... frankly the experiences I've had with them...and I've volunteered in PAL and am a solid citizen, makes me not want to call them ever...so I guess they achieved their outcome. Need someone strong enough to entirely change the culture of the force if it WANT to work with the community positively, which I honestly doubt.

### Question 11

- 65 and over

### Question 12

- Female

### Question 13

- Other - Multiracial

### Question 14

- Master's Degree (e.g. MA, MS, MEd)

### Question 15

- Retired

### Question 16

- Divorced

### Question 17

- \$100k-\$150k

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### Name not available

July 29, 2019, 1:51 PM

### Question 1

- Yes

### Question 2

- 6-10 years

### Question 3

- No

### Question 4

- No

### Question 5

- I do not work in Vallejo

### Question 6

- No

### Question 7

- No

### Question 8

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### 1. Strained Relationship with Community

July 29, 2019, 4:09 PM

#### Question 9

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

#### Question 10

None at this time

#### Question 11

- 55-64

#### Question 12

- Male

#### Question 13

- Hispanic/Latino

#### Question 14

- Associate's Degree (e.g. AA, AS)

#### Question 15

- Employed full-time (40+ hours a week)

#### Question 16

- Married

#### Question 17

- \$100k-\$150k

#### Question 1

- Yes

#### Question 2

- 5 years or less

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- 5 years or less

#### Question 6

- No

#### Question 7

- No

#### Question 8

1. Solutions Focused Leader
2. Strained Relationship with Community
3. Retention & Turnover
4. Compensation
5. Possible Department Relocation

#### Question 9

- Commitment to President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.

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Name not available

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

### Question 10

Honest, transparent, objective, fair, prioritizes Vallejo and citizens

### Question 11

No response

### Question 12

No response

### Question 13

No response

### Question 14

No response

### Question 15

No response

### Question 16

No response

### Question 17

No response

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### Name not available

August 11, 2019, 12:05 PM

### Question 1

- Yes

### Question 2

- 6-10 years

### Question 3

- No

### Question 4

- Yes

### Question 5

- 5 years or less

### Question 6

- No

### Question 7

- No

### Question 8

1. Retention & Turnover
2. Strained Relationship with Community
3. Solutions Focused Leader
4. Compensation
5. Possible Department Relocation

### Question 9

- A leadership style characterized by accountability, transparency, and inclusion.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.

### Question 10

Yes ,stop and frisk

### Question 11

No response

### Question 12

No response

### Question 13

No response

### Question 14

No response

### Question 15

## Community Feedback on Police Chief Recruitment

The City is soliciting feedback from the Vallejo community to help identify traits and characteristics in a new Police Chief.

No response

### Question 16

No response

### Question 17

No response