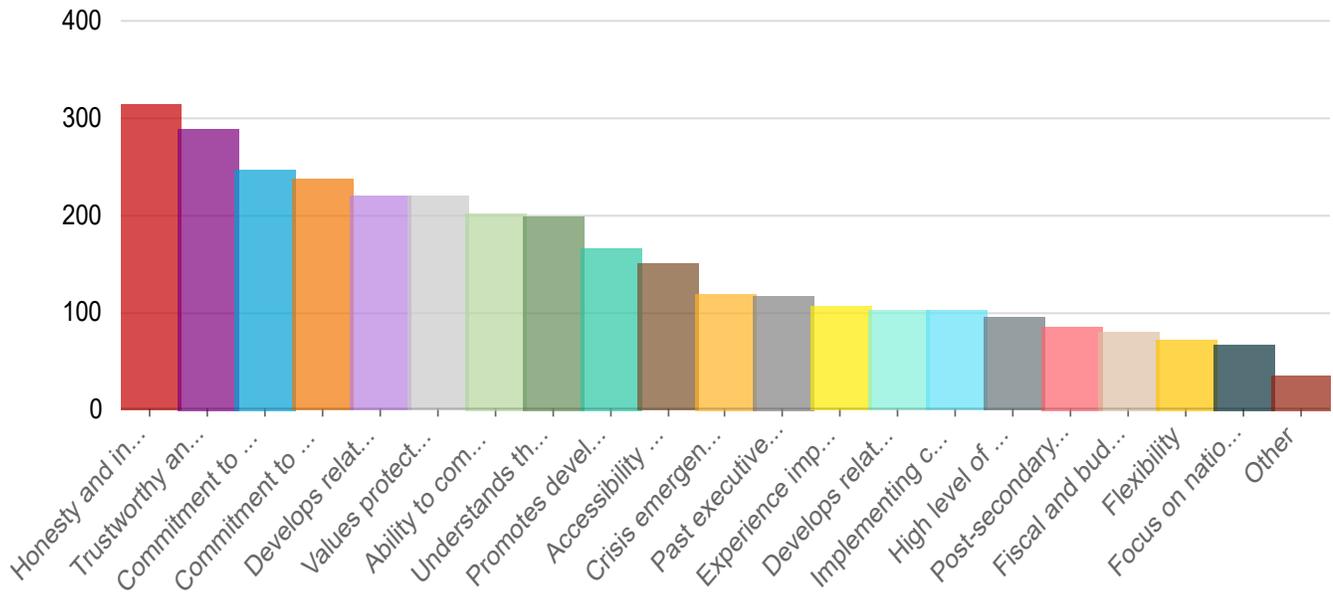


# City of Santa Fe Chief Selection Survey

Please select the qualities listed below you believe our police chief should have. Pleas... \*



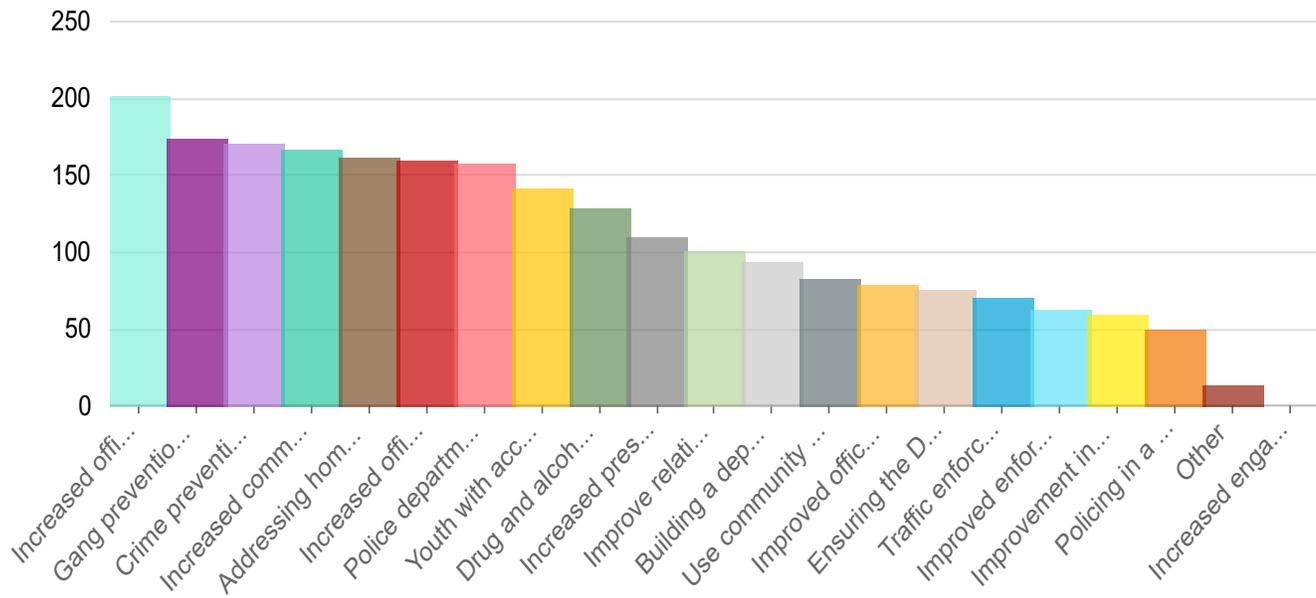
**Answers** **Count** **Percentage**

Answers	Count	Percentage
Honesty and integrity	315	86.3%
Trustworthy and transparent	290	79.45%
Commitment to personal accountability and accountability of employees	248	67.95%
Commitment to fair practices and just policing	238	65.21%
Develops relationships with community based social service and behavioral health organizations	221	60.55%
Values protecting civil rights	221	60.55%
Ability to communicate across different cultures/diverse groups	203	55.62%
Understands the importance of diversity and inclusion in the police department and community	200	54.79%

Promotes development of staff	167	45.75%
Accessibility to the community and community relationship building	151	41.37%
Crisis emergency management experience	120	32.88%
Past executive leadership experience in law enforcement	118	32.33%
Experience implementing innovative and nationally recognized policy/crime prevention strategies	107	29.32%
Develops relationships with other law enforcement agencies and jurisdictions	103	28.22%
Implementing change	103	28.22%
High level of involvement in daily operations of the department	96	26.3%
Post-secondary education	86	23.56%
Fiscal and budgetary management	81	22.19%
Flexibility	73	20%
Focus on nationally recognized policing policies	68	18.63%
Other	36	9.86%

Answered: 365 Skipped: 0

**What priorities do you think our police chief should focus on? Please select up to sev... \***



**Answers** **Count** **Percentage**

Answers	Count	Percentage
Increased officer training (e.g. mental health, culture, racial sensitivity, and de-escalation techniques)	202	55.34%
Gang prevention and intervention	174	47.67%
Crime prevention and reduction	171	46.85%
Increased community outreach and engagement	167	45.75%
Addressing homelessness	162	44.38%
Increased officer staffing levels and officer retention	160	43.84%
Police department accountability	158	43.29%
Youth with access to guns	142	38.9%
Drug and alcohol enforcement	129	35.34%
Increased presence and engagement within neighborhoods	110	30.14%
Improve relationships with vulnerable communities	101	27.67%
Building a department culture of innovation and progress	94	25.75%
Use community feedback to inform policies and practices	83	22.74%
Improved officer response times	79	21.64%



Yes	1
While Santa Fe is and must remain committed to fair treatment and civil rights of all its people, the increase in crimes against persons and burglaries/thefts is disturbing and must be halted.	1
What the successful candidate knows about SF is less important than a demonstration of how the candidate has enacted with his current community and how he has built the force to an acceptable level and provided security there.	1
We're diverse, we support our diversity, and we expect you to do the same in practice as well as blah blah. Our diversity and support of same should encourage the SF police dept to stand out as leaders in the country - getting the job done fairly.	1
We're a welcoming community. With the arrival of immigrants, especially the ones from Afghanistan, be sensitive to their needs as they adjust. Many of our citizens are bilingual. The ability to communicate with non-English speakers is an advantage	1
We value diversity; we know that Santa Fe is vulnerable to the drug issues and trafficking of the communities around us; safety of community and visitors is the heart blood for appreciating the city.	1
We need no police presence at mental health crises. Instead, we need well-trained social workers and community members.	1
We need more safety in neighbor hoods of like mobile homes and like bussines and be more protective	1
We have rich culture especially amongst those who's families have been here generations	1
We have an out of control homeless issue that must be addressed.	1
We have a wide array of ethnic back grounds here,& tensions that go with that. We have a lot of dwi arrests every night of the week. Not many cops live in the city. The city forgot to budget for more officers for when they annexed 599 to West Alameda	1
We have a serious problem with members of the homeless community creating unsafe conditions in our local businesses - I work retail in the Railyards, and have been threatened multiple times by armed shoplifters. &, put up some Redlight cameras!	1
We have a lot of socioeconomic disparities. Many of our people are immigrants, non-English speaking and have literacy issues and need support. There are not nearly enough police to respond to neighborhood concerns given population growth.	1

We have a diverse community that is unlike any other in the country. We need change within our police department. Our culture includes a long history of nepotism, corruption, and retaliatory behavior with in law enforcement and government.	1
We expect people to follow the law. A lot of times, I've seen officers go to a call and just "talk" to the offending party & leave even though there has been a violation. No accountability. Will that change & make people accountable for their actions?	1
We don't stand for corruption from our Police Department....	1
We do not want to end up like those big cities full of homeless people who trash our city. We want a safe place to live and enjoy our lives.	1
We do not treat drug addiction or behavioral health in our jail. There are viable alternatives to incarceration for low level non-violent offenders. Use of a non-punitive approach to drug addiction would increase public safety and public health.	1
We are human beings. Prevention is more important than Punishment. We are not all white males. We need a more wholistic approach to policing.	1
We are diverse and progressive and want to be leaders in changing old practices. We want to collaborate with those who protect us. We have an amazing community and are open to new thinking.	1
We are diverse and ALL voices matter	1
We are diverse	1
We ARE different and we should BE different. We don't need to apply the status quo here just because that's what is done everywhere else. Our community should strive to be the best we can be in EVERYTHING including law enforcement. Innovate and lead.	1
We are all upset about the LACK of traffic enforcement in SF-in all neighborhoods. Our street is horrible as 85% at least of people are speeding through an area with many schools and hidden driveways!	1
We are a very diverse culture; understanding it's core is crucial.	1
We are a very diverse community. Please make sure that you take the time to get to know our many facets.	1
We are a tri-cultural city- Native American, Anglo, Hispanic - with deep traditions and a complex history. We are highly dependent on tourism. Without safety, neither locals nor visitors will be comfortable walking the streets.	1

We are a segregated town. We should enforce policing equitably in Santa Fe. Enforce rule of law in rich neighborhoods as well. Focus on working with and for the community not against it. Hire people from Santa Fe and pay just wages to keep people.	1
We are a historic city that is culturally and economically diverse; have many people in our city who are part-time residents, visitors, transients. We have customs and cultural celebrations and events that are unique to our city. We are inclusive.	1
We are a growing community that is used to doing things the "good old boy ways" that are no longer viable and can be explosive.	1
We are a diverse community, so the chief must be open to understanding many viewpoints.	1
We are a diverse community in more than just the "three cultures" myth.	1
We are a diverse community and have always welcomed diverse populations. (White, Hispanic and Native American)	1
We are a diverse city. Culture is important to us. Retaining our officers means that they are appreciated. Raise their pay!	1
We are a diverse bunch, you need to pay attention to people's different needs and make sure the people you're arresting don't just need mental health services.	1
We are a community of "haves" and "have-nots", and not much in between	1
We are a caring community but we need to hear the voices of all people from diverse ethnic and economic backgrounds	1
We appreciate kindness, patience. We are: active in city policies; are also a town; a premier travel destination; tourism is our lifeblood. We love our pets, wildlife. No homeless camps or panhandler gangs. Burglary Task Force needs to be reinstated	1
Visibility is important.	1
Uniqueness. Diversity. But divided by unaddressed socioeconomic differences. We are experiencing rapidly shifting demographics, increasing division between rich and poor; growing sprawl and commercialism, and concomitant problems: traffic, housing	1
to know the diversity of the community.	1
Three are still good, not everyone is horrible.	1

This was already mentioned. I think it's important for potential candidates to have an awareness of the different cultures of our community. I would also like them to know that crime, homelessness and drug use has skyrocketed in the last years.	1
this is the most diverse communities w/ areas of hidden violence and a drug culture that needs to be addressed. Old ways of ignoring officer problems (Eiskant) & officer needs (addressing mental health needs that lead to suicide, use of force, etc)	1
This is NOT a community ONLY of Anglos, Hispanics & Indigenous residents. There are also African Americans, immigrants, refugees, those who are unhoused many of whom are mentally ill. Engaging with all is essential for both chief & officers.	1
this is a very diverse community that is suffering with increased crime, constant serious traffic violations (speeding, running red lights, etc.), and the lack of adequate police coverage.	1
This is a multicultural city. Problems include, but are not limited to: crime, gang activity, drugs, speeding, texting while driving, DWI, homelessness, domestic violence. Legalized marijuana will create a new set of problems.	1
They should focus on getting rid of the police and finding something useful to do with their lives instead.	1
They should already know it and hints don't need to be given.	1
They are not liked or wanted. They are the enemy of the people.	1
There's too many homeless people in certain neighborhoods that also have many working families. We bear the brunt of the cities homeless policy which encourages homeless to come here from around the state and the country.	1
There's a big problem with youth having and selling drugs as well as having guns.	1
There issues of gang activity, drug use and homelessness have increased.	1
There is increasing disparity in Santa Fe's population in terms of income. The reality is that many wealthy people are moving here, often part-time, with little investment in the community, while working people can't live as they once did.	1
There is concern about impact of what may seem like small stuff -- panhandling, proliferation of homeless encampments etc. -- and its potential long-term effects on the well-being of the community. Concern that ABQ crime is spreading to Santa Fe.	1

There is complex, endemic racial/ethnic division in SF, increasing resentment and paranoia around perceived class/economic status. The south side is being ghetto-ized with sleazy, yet expensive apartment complexes, further dividing the city.	1
There is an increasing problem with homelessness and gang activity	1
There is a tremendous wealth gap. All citizens must be treated fairly and equally.	1
There is a rising percentage of teen gang-related activities. This makes people feel unsafe in their own houses. Also a lot of robberies in neighborhoods.	1
There is a lot of fear and hatred towards law enforcement because of recent events and things that don't seem to change. We need reassurance that you will use your power for the correct reasons.	1
There is a huge age difference between segments of the population and wealth gap. The proximity to the highway from Albuquerque to Denver and the rail line lead to a high rate of homelessness and gang activity.	1
There is a homeless problem that needs to be dealt with utilizing ordinances and statues while providing help to those who want it.	1
There is a great deal of racial tension among Hispanics, Native Americans and Anglos. There is a substantial drug problem. There are a lot of people without permanent housing, but it shouldn't be the responsibility of police to solve this problem.	1
There are a lot of problems that have recently developed, Homelessness is out of control, they are causing numerous problems. The Mayor and City Hall are interfering with public safety which is a problem.	1
There are a lot of challenges given the large gap between the rich and the working folk.	1
The traditional community needs to be respected. The new-comer community needs to understand our state and local laws.	1
The police department is used to SUPPORT the community, not dictate and oppress. No matter socially, wealth or other deciphering assumptions of classes. It is not here to generate revenue from the citizens. It is here as a service to the community.	1
The new chief should establish a community policing model that is recognized by his force, city leadership and neighborhood organizations. Walk the block and meet the people, get out of that take home patrol car. Learn the Spanish alphabet, pronouns	1

The neighborhoods, crime prevention, reaction, what is important to people, interaction with them, assistance with issues.	1
The needs of all parts of our community for police service and protection, not just the rich parts of town. The importance of treating each person as a human being. That we are a blended community, and every person should feel free to call for help	1
The importance of police officers serving as examples (e.g., not exceeding speed limits without warning lights, not changing lanes or turning without signaling). But above all remember: Our community (or at least we) truly appreciate our Police folk!	1
The explosion of street people, whether by choice or not and whether visibly suffering from mental illness or not, is unnerving and disturbing. Living under our bridges and in our arroyos is unacceptable and being ignored.	1
The diversity of the residents of Santa Fe	1
The diversity of the multiple cultures that make up our community.	1
The diversity of the community.	1
The difference in people's cultures	1
The Demographics of the City. Our History.	1
The community would benefit from conflict resolution and restorative justice training. The community has too many guns. We need positive health measure to help people who are addicted, and stop putting these people in jail. Our prisons are bad.	1
The community needs services and protections.	1
The community needs proactive officers not reactive. More patrols and more presence in the community.	1
The city of Santa Fe can be a nice city but has a it's flaws	1
The "defund the police" liberals do not speak for all of us.	1
That we need a bigger budget for our police force and we need to hire more police officers and community police. Santa Fe's crime is getting out of control and we rarely see a police presence in the community.	1
That we deeply appreciate their service, understand it's a very difficult job, respect them for facing the challenges, and we only wish that they were paid more so they could live comfortably in Santa Fe.	1

That we are great people and people to trust.	1
That we are diverse, progressive, compassionate, our city has vulnerable populations and we are proud of our Native and Hispanic and African American and immigrant heritage.	1
That we are diverse and proud of our individual heritages and don't put up with racial profiling or bullying.	1
That there is a whole city, not just the north side. South side and mid-town issues get ignored at the expense of the north side.	1
That there have been many shooting threats and shootings in general within the youth of Santa Fe.	1
That the policing requires a vast improvement. Tight control of evidence room.	1
That SF is old and people here range from very educated to completely uneducated. From very rich to very poor.	1
That Santa Fe is a diverse, interesting place that needs officers to be our neighbors, members of the community.	1
That our roots are based in being welcoming and representing the City Different. From the homeless person on the street to the wealthiest on the East Side. We all need to be served with compassion and respect, regardless of our status within the community.	1
That our community is diverse. It would be helpful if many, on-the-force speak or understand Spanish. There are many homeless.	1
That many problems stem from poor education and that improving high school graduation rates and job opportunities should decrease crime.	1
That it's a liberal city and they want change for good but won't admit for change it has to go back to the old ways.	1
That it was once a beautiful place to live, but has been a decline for the past decade. Needles in parks, vandalism, auto theft, no traffic enforcement.	1
That it is very diverse - in all categories: age, sexual orientation, race, socioeconomic and culture and they don't represent just one slice of this pie and neither do their officers.	1
That it is diverse and unwelcoming to outsiders.	1

That is a diverse city, but also at the same time family orientated. I believe it is of the upmost importance to address homelessness in the city and reduce crime by adding more Officers. Increase take home car radius and Officers will apply.	1
That if they enroll us, we will participate, support, and jump hurdles for them and us	1
That as a sanctuary city and this is not new. We are interested in reducing crime and improving community relations not collecting every undocumented person - most of whom contribute positively to the city including paying their taxes.	1
Taking one's time in investigating. Reframe from knee jerk actions. Uphold civil rights of every person.	1
Statute and ordinances.	1
State governance and tourism are what this city is about.	1
Some of the major problems facing our city today are homelessness and mental illness, poverty, lack of affordable housing, alcohol/drug abuse and a preponderance of low wage jobs.	1
Small town feel to a mid-sized city. Traffic enforcement needs to be consistent and increased. Community diversity is an important part of our culture. Gang activity and drug trafficking is increasing and residents are worried.	1
SFPD works for us. We are not your enemy. If you feel the field law enforcement is under siege, you can only repair trust locally. If you see yourself as a hammer, we are all going to look like nails. We appreciate you but you are not above us.	1
Santa Fe was once a family town and has now turned into a high end retirement village. People from out of state are buying houses and renting them for the price of the mortgage. Affordable housing is pretty nill. A lot of have & have nots.	1
Santa Fe is the City of Holy Faith	1
Santa Fe is racially and economically diverse which the next police chief will need to recognize. It will also be beneficial to help the community come together, recognize the diversity and make changes to bring the two extremes together.	1
Santa Fe is not like the rest of the world- open your eyes and ears for a while to learn what works and what needs work, before making changes.	1
Santa Fe is an exceptional city w/ a diverse and deep history. It also is a 'cutting edge' city. BOTH need understanding and protection in order to move forward towards its potentials.	1

Santa Fe is a diverse, culturally rich sanctuary city that needs a peacemaking/law enforcement agency whose officers protect all citizens equally with cultural awareness, humanity, mental health awareness, restorative justice & trauma informed care.	1
Santa Fe is a diverse community of various ethnicity and income groups. We are also a Sanctuary city, We are host to many visitors from all over the country and the world. We have a growing homeless population associated with mental health issues.	1
Santa Fe has a long history of various groups that have been in conflict with each other and are trying to live in harmony: descendants of the original Spanish settlers, Anglos who moved here from out of state, recent Spanish-speaking immigrants....	1
Santa Fe believes in caring and supporting people, not arresting and jailing them.	1
Poorer communities need constructive preventive attention and community policing. It's not just about tourists and rich people with 2nd homes. Need to reach out to urban native Americans and understand their concerns in a culturally appropriate way	1
Politico run corrupt administration. The rich get heard and get their way, the poor get hand outs, can't afford to live in this highly unaffordable town & they don't vote. Middle class barely afford to live SF/or move out of town then they can't vote	1
Policing should be part of the community and used to prevent crime from happening by instilling trust. We should be made to feel safe and police officers should be familiar with the people they serve.	1
Police and family connections and way too many in this community.Reduce and listen to individuals.	1
People steal.	1
People have no money. Crime comes from desperation more social services are drastically needed	1
People don't trust the police because of a lack of transparency and accountability	1
Our youth are struggling and need help.	1
Our LE has been marred by left leaning policies that are counter to proactive policing. If you want to help correct crime in SF, do not bend to the current mayor and implement policies and directives that allow officers to work.	1
Our diversity and making our community fair across the board. Lower crime and drug rates	1
Our culture and diversity.	1

Our community was once a very quiet, peaceful and neighborly place. We have since grown and become a place that attracts many people, people who want to live, visit and work here. We must work together to build our community and opportunities.	1
Our community needs less police shootings and more alternative (non police) responses to those experiencing mental health crises! Most of my friends & colleagues who are BIPOC &/or LGBTQ don't trust police based on personal experiences and history.	1
Our community is no longer a family city. The city is becoming more and more expensive most people cannot afford to live here and our drug and homeless population is skyrocketing. There needs to be more community intervention.	1
Our community is mult culture, with lots of tourists. The majority of us love peace and security. 90% of the people do support our law enforcement agencies.	1
Our community is geographically segregated between rich and poor people. The rich tend to be highly educated, and many are new to New Mexico.	1
Our community is a mess right now. There is a severe shortage of officers, retention of officers and a severe problem with homelessness and illegal immigration that is bringing in drugs and raising our crime rates. Our community needs to be fixed.	1
Our community has high crime, large homeless population, and a large immigration population that is bringing in drugs and crime. Our community is in need of consistent policing and in need of community relations with schools.	1
Nothing	1
Needs to fight for a raise for officers.	1
Multi-cultural environment with different values and issues. Importance of living locally. Many people distrust police and the equal administration of justice. Serious issue with volume of homeless. High level of poverty.	1
Multicultural composition of our city. Priority community concerns. Gaps in law-enforcement. Importance of training and retention.	1
Most problems are repeat offenders. A lot of shoplifting and homeless issues could be deterred with more police presence and engagement.	1
More and more residents are not original locals to the city. Most have been transplants. Homelessness is on the rise and panhandlers are everywhere which is bad for businesses and residents.	1

Mend relationships in residents on southside Active involvement between jurisdictions (courts, county/state police) Improvement of Officer morale & retention (merit based on quality of work/ethics NOT based on office politics) NO MORE SANCTUARY CITY	1
Knowing that we can trust the police and feel safe.	1
Know its history and recent high level issues that have put police in difficult situations.	1
Kids should have more attention	1
I've watched Chicago's popularity as a wonderful place to visit decline because of perceptions that it is no longer safe - you and your Chief must understand that this could happen to SF and there is NOTHING more important than keeping SF safe.	1
I've had many interactions with police that have had a racist undertone. For instance when my home was broken into the police officers who came insisted that it was a "Native American gang that did it" and that do all the break ins in Santa Fe.	1
it's tough out here	1
It's the city different and it takes a special person with a deep understanding of the culture heritage and open-mindedness to be able to lead the Department and relate to the community.	1
Its multicultural, cost of living is high; there is quite a bit of homelessness.	1
Its history and culture. We truly are The City Different.	1
Its ghetto.	1
It's diverse and needs to be treated as such.	1
It's a community split by income and racial background. They won't come together. The problems won't get fixed. Policing within that context.	1
It's culture	1
It's a diverse small town. And is under policed.	1
It is ethnically (not racially) diverse, and all sides need to be heard and brought together when possible. When possible, emphasize what we have in common.	1
It is diverse—ethnically, socioeconomically, and in terms of perspectives on the need for change. S/he will need to understand and embrace those differences to succeed.	1
It is diverse and police should be educated about its makeup and issues.	1

It is a proud community that wants its history acknowledged and to be part of the progress and strategy in finding solutions but is tired of the division between the haves and have nots.	1
It is a diverse community, there are many underlying social issues affecting families/adults such as substance use, homelessness, mental illness.	1
income disparities; homelessness; community organizations as partners in achieving safer neighborhoods.	1
Inclusion, and cultural diversity are inherent to community health, safety, and welfare, of all who reside in SF, regardless of socioeconomic status or address. Police should enforce all laws equitably across the communities they serve.	1
In Year 1, have the police chief hold listening meetings in ALL parts of the city at times convenient to the public to hear their issues + hopes, so he can form his OWN impressions. Neighborhoods generating the most police calls deserve extra time.	1
In order to understand the needs of our community, they need to be from the community. Having a leader who doesn't live here nor have roots here will NOT be able to give the community what it needs.	1
In a community as ethnically and economically diverse as Santa Fe, there really must be outreach and involvement to foster relationships and trust between law enforcement and the citizens.	1
Immigrants are not criminals.	1
If you aren't local you won't be accepted.	1
I would like them to know that there is a lot of little kids who think they are thugs.	1
I would like potential candidates to know the history of Santa Fe's racial diversity. That Santa Fe's "minority" populations are among it's oldest.	1
I would like potential candidates to know about our community that there is a lot of drug usage.	1
I want them to learn about St Francis, our City's Patron Saint, and bring his Spirit to work every day.	1
I think a deep knowledge of trauma informed care is important because our community thrives off kindness and consideration.	1
I don't feel safe while my car because they steal cars everywhere	1
I am a young married woman living on the southside. I love my home & where I live but the crime & drug use, not to mention gun violence, is out of control. Increased presence & response times to urgent & long term issues on the southside is critical	1

how it is set	1
How diverse we are and that actual day to day issues, like speeding and traffic safety	1
Homeless population is out of hand. Panhandling at intersections needs to be addressed.	1
History of police department issues that have emerged	1
History of 400 years, cultural mix, economic mix, recent failures and problems - 20 years	1
Helping the homelessness in our community. That a large majority of the citizens here DO have respect for law enforcement and appreciate their service. Figure out a plan of action for the citizens of Santa Fe to help the police to inform of crime.	1
Generous community; Unrest and some distrust among the 3 major cultural groups- Crime has risen; Sometimes I unsafe walking downtown at night Drivers running through red lights.	1
From ignoring the abusive and loud car clubbing around the Plaza, to the continuing number of criminals with unenforced outstanding warrants committing crimes is diminishing community trust of the police department.	1
Extremely high crime rates. Major problem for homelessness. Officers in danger. Pay for officers under what it needs to be.	1
Extremely diverse, huge disparity between the rich and poor, huge immigrant population.	1
Excessive force, arbitrary harassment/abuse are not needed. Santa Fe needs effective policing by honest, caring and well-trained police, not former military MPs or heavy-duty military equipment, nor does it need prejudiced, racists bullies.	1
Everyone who is here has a place and needs to be treated with dignity and care. It may be difficult to not make assumptions about some populations but every effort should be made and police may find themselves pleasantly surprised.	1
Everyone in our community deserves to be treated with humanity. Like many towns, we are facing increased homelessness and more visible effects of addiction. We need to provide the desperate within our community with options to get back on their feet.	1
Even though Santa Fe is a diverse community, we all have common interests that unite us. Focus on aspects of our community that can further unite us.	1
Dont think we need someone from big cities back east who will bring Big City policing to our small community.	1

Diversity	1
Diverse, multicultural, multigenerational.	1
Disabled people and those with mental health disorders are people and not a threat just because they behave differently or may not follow immediate orders.	1
Despite its reputation as the "city different" and high profile tourist reputation, Santa Fe is state capital with a high degree of poverty and inequity, as well as a high rate of drug & alcohol abuse and its attendant violence.	1
Cultural education and sensitivity are a must. Potential candidates need to know our history of racial and economic segregation, oppression, and cultural erasure. Candidates should speak Spanish fluently.	1
Crime prevention deserves a holistic approach that addresses the root causes, like systemic racism, marginalization of certain communities, and persistent inequities. Additionally, violence, in any form, should always be a last resort.	1
Community has multiple issues and needs for policing. City has outgrown its capacity and needs reform at Police and city government in general. The three diverse (Hispanic, communities need three different policing solutions.	1
Captain Matthew Champlin is corrupt	1
Candidates need to understand the history and the demographics. What works elsewhere, might not work here.	1
Candidate must have a rounded knowledge of the community. This not only is applicable to the multiple cultures that exist here, but, also, the severe economic disparities that also exist here.	1
Bilingual to build trust among all constituencies. Build a collegial, working relationship with the school system. Understand and develop alternative intervention methods for the homeless and the mentally challenged. Communication skills	1
be smarter	1
Awareness of crime (drug dealing) in the southside of Santa Fe (Tierra Contenta) and eradicating the criminal activity that occurs daily with no police intervention or awareness. SFPD routinely ignores crime on the southside of Santa Fe.	1
At-risk youth is under-represented and overlooked. No programs are known about within the community and police continue to be looked at negatively amongst peers. Drugs continue to be an issue.	1

As always, the southside residential areas are not proactively policed. While there may be a police presence on Airport Road, and Cerrillos and Zafarano, the residential areas can be left out of proactive policing.	1
Appreciate history and diversity and its uniqueness in SF	1
Addiction is a disease and the addicts in this city need treatment and therapy, not incarceration.	1
A lot of citizens don't bother to report crimes anymore because they know the police can't handle the caseload. Open drug dealing, drug using, ignoring traffic laws, property crime and trash, omg, trash everywhere. We are in decay.	1
A candidate needs to have the pulse of the needs of the community so they need to be well informed of that information and where to get it. Also they need to know how to protect our politicians.	1
1. We have a mixture of liberals and conservatives, both groups are interested in a safe community. Also our culture and traditions are important to us.	1
1) Our culture. 2) What kind of people live in the community. 3) Be aware of the issues that line the community. 4) Understand how they can interact with the community.	1

Answered: 228 Skipped: 137

Please list two questions you would like considered when interviewing candidates for...



Response

Count

How could you potentially help reduce drug abuse? What would be your priorities?	9
---What do you expect your relationship with our elected leaders will be versus the community you serve (our elected leaders have an impossible time already)? ---What are your realistic expectations of what you can or won't be able to achieve?	6
What are your intensions? How will you acomplish it?	2
Would you live in Santa Fe during your employment as police chief? Do you speak Spanish?	1
Would you consider patrol officers without deadly weapons? How long should we expect our recently purchased cruisers to last?	1
Will you support AA and NA? Will you help young offenders find a better way?	1
Will you please reinstate a police officer on the Plaza and patrols downtown?	1
Will you pay as much attention to the safety of Hispanics living on the South, poorer SF areas as those who live on Eastside influentially well off? Will you not be swayed by the current administration and current mayor and do what's right and legal?	1
Will you continue to develop and rely on the Alternative Response Units? How will you work with the governing body to recruit and retain to get SFPD up to full staffing?	1
Will you address homeless problem in SF as social justice, education, economic issue not criminal issue? Officers living outside of SF are not invested in the community, will you improve housing prospects in SF for officers so they can live in SF?	1
Why would you choose a life of harm? Why would you choose a life of dominating others?	1
Why would they want to be a chief	1
Why is your experience relevant to Santa Fe. ?	1
Why do you wish to be Santa Fe's Chief of Police? How does Santa Fe differ from your current city of residence?	1
why do you want this position? what do you plan on bringing to the table	1
Why do you want the position? What in your experience makes you more qualified than the other candidates?	1
Why do you think you deserve to kill with impunity? Why do you hate minoritized communities?	1

Why can the City's leadership and people count on you to ensure Department transparency and accountability? What will you do to ensure that cases the Department sends to the DA are properly prepared and supported by the necessary evidence?	1
Why are you interested in Santa Fe? What are your motivations?	1
Who will be in charge of prioritizing calls? Regional dispatch or officer shift commander. Will you consider having two officers per vehicle vs each officer having their own car? Most larger cities have them.	1
Where do you learn about innovative policing methods? What are some examples of communities that have been able to integrate residents, visitors, and law enforcement to all focus on similar goals?	1
What's your plan for engaging neighborhoods and community members in your policies and practices? What's your plan for unifying the SFPD in their values and approach to policing in our City?	1
What would you want to see in a police chief?	1
What would you do to get SF back on track with enforcing traffic laws so we can prevent accidents, not just respond to them.	1
What would you do to ensure the integrity of the evidence room and its procedures? How would you more efficiently dispatch units to meet law enforcement priorities?	1
What would you do if protest turns destructive? How will you deal w/ the escalating danger posed by the homeless/ drug use/ deteriorating 'quality of life' they cause?	1
What would you consider as the best practices for prevention of drug and other substance abuse? What measures would you implement in order to solve staffing issues and decrease the rotation level of officers?	1
What will you do to protect the civil rights of all residents of Santa Fe, both documented and undocumented?	1
What will you do to prevent crime?	1
What will you do about our increasing crime rate, and the slow officer response time?	1
What were the results of your policy implementation to achieve gender and ethnic/racial diversity in your prior positions/department?	1
What solutions (or examples) would you propose to help the police force work as a team so issues and cases do not slip through the cracks. What can you do to improve the homeless situation and vagrancy.	1

What skills and experience do you bring to this job? What do you think will be your greatest challenge?	1
What retaliatory and harassing's behaviors have you witnessed in the department you work in, towards officers and individuals in the community, and how did you address these behaviors? What disciplinary actions were taken towards those involved?	1
What problems will be solved? How will he contribute to the community	1
What plans do you have to address the high number of vacancies in the department? What plans will you implement to address retention?	1
What personal values do you hold most significant? How do you live your values?	1
What personal experience (friends, family) do you have with people of color? How important do you think it is for police to have a visible presence in the community?	1
What motivates you to do this line of work? What do you find to be the most important aspect of police work?	1
What measurable objectives do you have to increase recruitment and retention? What does Community Policing mean to you, and how would you implement Community Policing to the areas of town who suffer from a lack of proactive police presence?	1
What makes you qualified to be the next police chief? How will you make a change for the better in the department and in the community?	1
What kind of incentive would help to hire more police for our community? Would it be possible to have a day a month to have time with the police to show our appreciation of the job well done to protect the community?	1
What kind and how much supervisory experience do you have and what are your successes in this area. Have you led a police department in a medium sized city or larger and how many people reported to you.	1
What issues or controversies in SFPD policing or police department performance are you aware of and/or have researched, and would you have handled them differently? Is it Chief's role to suggest code improvements, updates, additions or deletions?	1
What is your support for body cameras and all other surveillance video/audio electronics available to those sworn to protect and serve. How will you utilize similar electronics on private property?	1

What is your record on police brutality throughout your career? How acquainted are you with the unique cultural make-up of our community including the immigrant population being that we are a sanctuary city?	1
What is your pursuit policy? How many years of active street patrol do you have? Or did you spend all of your time in admin	1
What is your position on gun laws? How would the department deal and treat the homeless issue?	1
What is your plan to reduce quality of life crimes? How can this department do a better job of enforcing warrants?	1
What is your perspective on how to deal with homelessness? Have you ever lied or misrepresented yourself or others in court?	1
What is your personal opinion of cancel culture that has caused police officers to fear doing their job? What is most important to you; playing politics or having the respect of your officers and community?	1
What is your main goal for our community to improve? How would the process of you getting there?	1
What is your highest vision for the city's police department? What is the most important qualification for Police Officer Candidate?	1
What is your goal for the SFPD? How do you feel you would be a great fit for a diverse community	1
What is your experience with people who are experiencing a mental health crisis, and how will that guide your decisions as Chief? How will your department handle things like cyber crimes?	1
What is your experience of working with people with disabilities and people with mental/behavioral health needs? What training have you received to understand people with disabilities and people with mental and behavioral health needs?	1
What is their understanding/willingness to work with mental health providers on non-emergency calls?	1
What is their experience in training investigators on new emerging technology in forensics? (Genealogy for instance) How would you build on and improve your relationship to the forensic lab to facilitate better case management? (Policy or training)	1
What is the first program you would like to see implemented for Santa Fe's future?	1
What ideas do you have to deal with homelessness compassionately? How do you plan to involve other agencies in dealing with it in a coherent fashion? What evidence-based techniques do you plan to use to tackle petty crime and gun violence?	1

What family members do you have and find a way to eliminate their opinions and actions	1
What experience do you have with innovative policing in other parts of the country? How would you address nepotism and other entrenched problems in the current force?	1
What evidence based policing initiatives have you participated in? What is your experience with community based policing?	1
What does community policing mean to you? How committed are you to community policing?	1
What do you think will be the best way to improve relations between police forces and communities that are not white? How will you begin to deconstruct white supremacy culture in the Santa Fe police force?	1
What do you consider the highest priorities in urban policing? How much experience have you had with diverse cultures, alternative interventions, de-escalation techniques, officer development and training, and relationship building with schools?	1
What do you consider are your best traits as a supervisor? What are your best traits as a human being?	1
What changes/policies/incentives would you consider to encourage your staff to choose to live in Santa Fe/Santa Fe County and become part of the community?	1
What changes will be immediately implemented in the community? Short term/long term goals?	1
What changes do you plan on making with the Department? How can you stop the homelessness and crime crises in this city?	1
What can you do to better this community? What are you offering that others won't do?	1
What can be done about the drug related crimes, gangs, and violence? what is your plan of action from day one to make the city safer.	1
What are your views on no knock warrants? Would you consider yourself misogynistic or racist?	1
What are your three-year priorities for your leadership in Santa Fe? How would you implement those priorities?	1
What are your plans to increase a police presence in the community? What is your knowledge of the community and culture of The City?	1
What are your ideas in addressing the homelessness issue? What are your ideas in addressing the increasing gang issue?	1

What are you going to do to hire and RETAIN officers? What are your plans to CHANGE the agency t o CURRENT POLICING TIMES.	1
What are you going to do about the homeless problem in Santa Fe? What are your plans to improve t he department?	1
What are the primary functions you see yourself serving in that role as chief? What changes do you s ee being most important in educating new recruits and existing officers in working for and within the c ommunity?	1
Unlike Albuquerque, our city has very few police shootings and has a reputation for practicing de-esca lation tactics. What will you do to further that?	1
Under your leadership what will the police force do to address youth who are at-risk?	1
To be the best of the best training should be part of the job, will you provide the officers with the trainin g they need to be the best of the best? What training do you think is most necessary for officers toda y?	1
There needs to be support for fully funding an Alternative Response Unit for mental health crises, with a separate emergency phone number, and staff available 24/7.	1
Provide an example when U used non-traditional/alternative methods to solve a problem. How will U e nsure resources are allocated 2wards en4cement vs. mental health/non-criminal activities that do not require traditional police intervention tactics?	1
Policing in the U.S. has come under intense scrutiny in recent years. What do you think the primary ro le of police should be in the community? Do you think our PD is currently fulfilling that role? What cha nges would you make to ensure that it is?	1
Please give an example of a time you worked effectively with someone with whom you disagreed. Wh at positive role should SFPD playing addressing homelessness in SF?	1
Please describe alternatives to incarceration that you support for people with drug addiction and probl ematic drug use who are involved in low level crimes such as possession of an illicit substance or sho plifting.	1
Please assure us that you are committed to hiring, developing women.	1
Paul	1
No	1
Needs to fight for a raise for officers.	1

Name a policy or program that you have seen to be effective in defusing tension between citizens and law enforcement officers. How can SFPS focus more on "protecting and serving" rather than patrolling and arresting?	1
Looking at our community and what crime there is - what is one of the most important things to address? How will they employ diversity across our diverse community in hiring and retaining more officers?	1
It would help cut down on accidents and deaths if there were CAMERAS at major intersections. Inexcusable that this continues to be an issue. Please commit to this! Enforce noise regulations for cars & trucks with very loud exhausts!	1
Is it really necessary for four officers (or more) to answer a call? How would you make prevention the highest priority, rather than punitive casework?	1
In the wake of the Black Lives Matter movement and a wider recognition of the role law enforcement has played in reinforcing social inequity, what will you do to change the culture within SFPD and ensure fair, humane policing?	1
If you were selected as the new Police Chief, what are the top priorities you would address during the transition within your first 120 days? How would you increase public participation and community support of Police Department initiatives?	1
If you are selected for this position what do you have to offer? What do you believe needs changing?	1
If they will be fully committed?	1
If I were to ask one of your past superiors what you excel at, what would they say? How about where you may need to improve?	1
If I grew up in a very dysfunctional environment and am now addicted to drugs and commit a property crime, how should I be treated? What changes to NM Behavioral Health code would you make that would improve your ability to address BH population.	1
I would like the candidate to explain 2-3 each of the pros and cons of qualified immunity? To encourage officers to live in SF, would the City subsidize officers and administrative staff with free utilities, rental and mortgage assistance help?	1
hwo	1
How would your SFPD work to combat the effects of illegal immigration in our community? Many larger US cities have seen a significant increase in violent crime. What steps would you take to make certain this does not happen here?	1

How would you talk with city council when the city councilors are not pro-police? How would you mend the relationships on the southside residents and businesses with the increase in burglaries? Thought on how to deal with the increase of homelessness	1
How would you take action to improve gang-related activities in teens and the rise in robberies? What sets you aside from other potential candidates?	1
How would you retain officers and How would you lower crime in our city?	1
How would you partner with the community, social service agencies, etc to learn what most impacts the citizens of Santa Fe from that perspective?	1
How would you implement change in the younger communities? What impact do you wish to have on the youth being raised now?	1
How would you help stream line the arrest/paperwork process ? Would you have sent more forces to protect the Plaza ?	1
How would you handle a situation in which the person being detailed does not speak English? What is the first thing you would do when you have a domestic violence situation call?	1
How would you decrease putting people in the carceral system? Are you familiar with the CAHOOTS program and would you consider bringing that program in some form to Santa Fe? And the Center for Policing Equity?	1
How would you deal with right wing hate groups? As we know, many in-the-force are right wing Trump supporters. What is your opinion on fire arms legislation?	1
How would you be transparent with the community about training projects, policies, and officer conduct (to include complaints, lawsuits, disciplinary matters and employment status)?	1
How will your officers be trained to deal with issues of gun violence, domestic violence, violence against women and mental illness? How will you work with the community to set priorities for policing in our city?	1
How will your department address the business communities needs regarding theft and nuisance? How will your department prioritize response to crime versus traffic issues?	1
How will you work to demilitarize the appearance and persona and equipment of the SFPD... especially the SWAT team? How will you work to recruit and retain police officers who understand and embrace modern policing techniques?	1

How will you tackle the problem of homeless people assaulting citizens and tourists? How will you tackle the increase in home invasion crimes.?	1
How will you respond to the unique needs of our Native American community members? How do you plan to build and strengthen the integrity and accountability of your position, yourself and your employees?	1
How will you mentor younger officers and ensure they are mentally fit for duty every day?	1
How will you increase the number of officers while at the same time ensure the hires do not have histories of bad policing, mental health issues, or racist proclivities? Who will be integral (internal/external) for you to have a successful team?	1
How will you increase officer response times to all crimes but specifically domestic violence? How will you address crimes where mental health is the basis for the crimes?	1
How will you improve the PDs connection/relationship to the community? How will you engage and support with our City's youth?	1
How will you improve response times to calls for service? If you are able to improve response times, how will you be able to do such without straining Officers where it reduces morale in the department?	1
How will you improve morale of the police department? What are some examples, of times, when, you used creative thinking to address neighborhood engagement?	1
How will you help officers live in Santa Fe? Tell us how you have run an evidence room and how you have ensured cases are solid going to the DA.	1
How will you fix the high number of officers leaving the department? How will you approach the drug problem our city is seeing?	1
How will you do background checks on hires, given that NM allows officers under disciplinary review to circumvent the process by voluntarily giving up their cert, but have it reinstated 4 years later. What is your communication style?	1
How will you address the staffing crisis and retain/recruit officers? What is your plan to address homelessness issues? The need to remove Covid restrictions in recruitment and retention stance??	1
How will you address homeless drug use and vagrancy in our neighborhoods? Do you plan to enforce existing laws or just in neighborhoods deemed important by wealthy constituents?	1
How will you achieve necessary personnel levels? How do you plan to increase retention of and develop staff who are in place now?	1

How will they address the reckless and dangerous drivers who run red lights, drive while under the influence of various drugs and make getting around town unsafe for drivers and pedestrians? How will they hire and retain officers?	1
How will he establish his leadership position with staff to set a high bar for police work, and simultaneously guidance and support? Ask him to describe with examples from this previous work. What impressions does he have of our policing needs?	1
How to plan on addressing the homelessness and drug addiction problem? How will you attract and retain talent? Would you be open to hiring candidates traditionally barred from policing due to outdated standards and practices?	1
How might you develop a police force of public servants and protectors and at the same time shield it from the adversarial, militant spirit that seems to have infected policing in the U.S.? How can we change the dismal driving culture of Santa Fe?	1
How many relatives do you plan on hiring? How many people killed by cops is too many?	1
How is she/he going to create relationships with community to help with violence and other issues?	1
How important is it to understand the community in which you will live and work? Is it more important to listen to citizens who live near downtown Santa Fe or the Southside of Santa Fe?	1
How important is it that you and your officers live in the community where you police? What is your record in previous work in achieving equal opportunities and fairness in your department?	1
How have you dealt with the homeless population? Name your most important measure of success.	1
How hard are you willing to work in retaining the officers who have been there for 15+ years a raise? How are you going to help build the relationships with schools and educators?	1
How do you train and implement in your teams the knowledge to decipher the need for force in the police interactions versus the need for outside resources in mental health deescalation?	1
How do you see policing being any different in Santa Fe, than where you presently work? Do you feel that modern policing could be multi faceted and diverse in approach, at times requiring additional training and education for officers?	1
How do you plan to mentor our youth and prevent youth violence? Recruitment and retention efforts have fallen short over the last decade, what plan do you have to combat officer recruitment and retention?	1

How do you plan to maintain motivation of your team for growth and improvement? How will you address the growing drug abuse and gang activity of our youth?	1
How do you plan to ensure a preventive community sensitive culture of policing? What does community policing look like in Santa Fe?	1
How do you plan on preparing officers on deescalating situations? How do you plan on showing the community that you are not the enemy and are part of the community itself?	1
How do you plan on improving the homelessness in Santa Fe? What is the biggest problem you see in our city and how do you plan on implementing a strategy on improving that problem?	1
How do you intend on bringing back our department from its corruption stage it's at? How will you bring back the trust it has lost?	1
How do you feel about the low bail for repeat offenders? What experience do you bring in the area of Narcotics enforcement?	1
How do they see themselves in this position? What would be their first priorities?	1
How can you stop youth violence? Why is it so easy to get away with murder now?	1
How can you reduce wasteful spending.	1
How can you improve police and community interpersonal relationships? What is the best alternative to responding to a situation on Harrison Road with groups of people without shelter congregating on this residential street?	1
How can you help Santa Fe police avoid racial profiling? What innovations can you bring to our city?	1
How can you create a culture that deemphasizes aggressive policing that creates adversarial relationships with citizens, but still allows effective policing? Do you support using alternative response tactics for responses to most non-violent calls?	1
How can the department lower revenue considering the total city budget? How does the department benefit with social media and drug issues?	1
How are you going to work with our unsheltered brothers and sisters and the myriad of challenges we face? Community Policing? What does it mean to you for Santa Fe?	1
How are you going to retain the officers in your department who have been there for 15+ years with no raise? How do you plan on fixing our homelessness, drugs, and illegal immigration in our community?	1

Have you worked as a police officer, in addition to any higher rank positions? What qualifies you to be chief of Santa Fe, New Mexico?	1
Give an example of how you overcame workforce resistance to a controversial new policy? Give an example of a program or policy you implemented where other departments such as public works, HR, parks, finance, were involved in the outcome?	1
From the List of candidates, Why should the City of Santa Fe Hire you?? Speeding and Road Rage is a big Problem in our Society, what steps would you take to take to reduce these problems?	1
Explain how you will operate within an environment of cronyism. How will you ensure loyalty and respect through all ranks? What do you consider the most important issue to address as the incoming Police Chief?	1
Experience is vital! That doesn't necessarily mean you need a higher education to qualify. What experiences have led the individual to feel they can lead a department in the right direction?	1
Experience in turning around crime ridden communities? How would he work to dissolve the separation of the police from the community? Cops appear entitled, unapproachable and untouchable.	1
Examples of civil justice with various different communities, Opinion of justice for officers found to violated a person's rights.	1
Do you treat people the you would want to be treated when you or your officers make a stop.	1
Do you think community policing is a good idea? Why or why not?	1
do you plant to pointlessly harass homeless people and poor people. If so, resign or don't apply to come here.	1
Do you have a college degree? Do you have any relatives or family members here?	1
Do you consider womyn equals. Do you believe all lives matter. Will you work closely with the City of Santa Fe Animal Services Department and train all officers to respond to animals in need and RAL when AS is off duty.	1
Do you believe our country's current police training and culture have become too militarized and confrontational? If not, why, and if so, how would you begin to change that in the SFPD?	1
Do you acknowledge the validity of issues within the country's police culture how non-whites are perceived and subsequently treated? Will you implement, support, defend training to acknowledge and promote change to make SF Police the good example?	1

Discuss current best practices in law enforcement, how he/she has implemented those, and evidence based results. Expensive to live in SF and many live in other communities.Ways to reduce this percentage and enable officers to live in SF.	1
Describe if/how you believe the police department should be involved in a mental health crisis. For non-New Mexican candidates: If you become the next police chief of Santa Fe, how do you intend to learn about New Mexican cultures?	1
Can you prioritize non-violent problem-solving and train your staff in non-violent response while in confusing/difficult situations? Will you incorporate mental health response training into your training curriculum?	1
As an outsider to the dept., what can you bring? As an insider, what experience can you impart to move this department forward?	1
Are you willing to address the rampant crime and police the sometimes violent homeless population in the city? Will you uphold the laws, and ignore interference from city hall?	1
Are you racist	1
Are you interested in pursuing CALEA accreditation to promote best practices and professionalism? If so what is your plan to attain accreditation?	1
Are you going to train officers on constitutional rights? What are you going to do about traffic safety?	1
Are you going to be a yes man and a follower or a leader and make a change in the city?	1
Are you committed to stay in Santa Fe? Are you knowledgeable about the different cultures of our city? What is planned for our panhandling in our city?	1
Are you capable of thinking outside the box? Do you understand how different this city is?	1
Are you a free thinker and willing to challenge the mayor when you believe that you are in the right? Do you respect the Constitution of the United States of America?	1
Are they corrupt from prior job administration? How can you fix the corruption within our city?	1
Any past disciplinary actions? Any civic litigation that was result of a police dept they led?	1
1.)Hablas Espanol?	1
1.) What will you do different? 2.) What are your Top priorities?	1

1.) what strategies do you have for supporting the homeless population in the City? (Ex. setting up clean drug) 2.)What strategies do you have for supporting our immigrant population? (Ex. free legal services, supported steps to be citizens.)	1
1.) What is your view of "Black Lives Matter?" 2.) What is your view of the rise of white supremacy movements?	1
1. Would you work with the Center for Policing Equity, to use data to inform more just and equitable policing to reduce contacts & arrests of people of color? 2. Are you familiar with the CAHOOTS program and how we might we use it in Santa Fe?	1
1. Would you make disciplinary records of police officers public? 2. How would you work to improve the perception of SFPD?	1
1. Would you consider allocating police funds towards community programs instead of further arming and militarizing our police force? 2. NM has the highest rate of citizens killed by police officers. How do you plan to address and reduce this stat?	1
1. Would you be willing to work with the Center for Policing Equity in order to use data to inform equitable policing? 2. Would you visit the CAHOOTS program in Oregon with some SFPD employees in order to model a similar program in Santa Fe?	1
1. Will you make a commitment to stay in the position for at least five years? Turnover at the top is counterproductive. 2. Will you run the PD independently of City Hall politics? Your constituency is the community, not the administration.	1
1. What makes you believe you can make a change? 2. How can you ensure that things will change for the better.	1
1. What is your five year plan for addressing the issues prevalent on the southside of Santa Fe? 2. What is your five year plan for addressing the homelessness in our community?	1
1. What does the candidate believe successful policing is? And what are their plans to implement and facilitate that into the department? 2. How does the candidate plan to promote longevity of employees?	1
1. What do you intend to do to gain and maintain staffing levels? 2. What changes do you intend to implement?	1
1. What are your views on race relations and diversity? 2. How would you work in/with multi-ethnic communities? 3. What is the role of law enforcement in bringing disparate constituencies together? 4. What do you see as SF's 3 top policing priorities?	1

1. What are your ideas with regard to partnering with mental health agencies to develop more informed responses to emergency situations involving distraught people? 2. What types of innovative practices or new models can be used in SF policing?	1
1. What are you going to do to better improve our community. 2. How can the community help you do your job more efficiently?	1
1. What actions are you going to have to help the community and make it better? 2. What do you need us people of the community to help you with?	1
1. What about Santa Fe interests you the most? 2. What makes you an exemplary leader?	1
1. We assume folks know how to stay safe and help LE keep them safe - they do not. Your thoughts on public safety education and training? 2. Getting officers on foot some of the time improves trust AND job satisfaction. Your thoughts?	1
1. How will you bring increased transparency to your office? 2. How will you ensure fair policing with an emphasis on the types of diversity present in Santa Fe?	1
1. How will you assure our racially diverse city does not become another headline on CNN. 2. How will you get your officers trained in Sexual Harassment prevention?	1
1. How is the new Chief going to reduce crime committed by known criminals?. 2. I will like the New Chief to have at least four officers standby in each neighborhood especially the most affected by crime.	1
1. How important is it for police officers, to live within at least Santa Fe County, if not the City itself? 2. What do you identify as the three most pressing concerns that you would focus on and assertively address?	1
1. How have you addressed homelessness in past jobs? What worked, what didn't and what would you do differently? 2. What is your experience with gangs and related criminal activity? What succeeded? What best practices would you introduce here?	1
1. How do you understand building relationships with social service and behavioral health organizations. 2. What differences in policing should the community expect from #1? What benchmarks, how measure?	1
1. Have you worked with unhoused citizens & those with mental illness? 2. How would you guarantee that you, your staff & officers are sensitive to racial & ethnic differences, the lives of those with addiction or mental illness or extreme poverty?	1

1. Do they think that spending department resources on surplus military equipment is a good use of their budget for a town of our size? 2. Do they intend to live in Santa Fe if they do not currently live here?	1
1. Are you a family oriented person? 2. Are you ready for all the challenges you will face? Can you keep a level head and take input from others? If someone has a good idea, will you be able to listen? Do you work well with others?	1
1. What would be the first thing you would do as police chief. 2. What skills would you bring that separate you from the other candidates.	1
1. What deescalation practices and strategies are you familiar with and have you actively used? Provide descriptive experiences. 2. list six things that are the behavioral foundations and tenets of civil rights, public safety practices ?	1
1. How will you hold your officers accountable for following the law and respecting civil rights of perpetrators and victims? 2. How will you train officers to de-escalate tense and potentially dangerous situations.	1
1. How do you plan to reduce crime in Santa Fe? 2. How do you plan to address the Cerrillos Road S kid Row situation?	1
1. How do you de-escalate a domestic violence situation? Give examples. 2. With shootings on the rise in the Santa Fe and greater areas, what would be your approach to deal with this, and how would you implement a strategy?	1
1. Do police serve and protect, or enforce and punish? 2. How will you respond to community input, input from your police force?	1
1) Why do you want to be the police chief for Santa Fe? 2) What are your top three priorities for the department?	1
1) What will you do to ensure the rights of lawful gun owners are protected.	1
1) What are your most challenging implicit biases? 2) How do you plan to address the systemic racism against BIPOCs currently present in the criminal justice system?	1
1) how will you address or work to curb violence and other crimes committed by our youths? 2) how will you enforce traffic so that drivers, cyclists and pedestrians feel safe on the roads?	1
.	1



N/A	3
No	2
With a 2nd home in Lamy and 47 years in public safety (e.g., warden; restorative justice NFP co-founder; Director of Grants Management for Chicago PD from 2004-19; community activist) please let me know if I can help (as a volunteer) in any way.	1
Why did this "search" not result in any female candidates? When groups are not in the results, there are serious wrongs with the search methods. DO NOT make the empty claim that "none applied." Why do we seldom see police in our neighborhood?	1
What looks good on paper does not always make for a good chief it has to be someone relatable and understanding out of the list I saw Paul Joye or Thomas Grundler would make good fits as Chief. I cannot speak on the rest who are from other departments	1
What is your plan to address the rise in fentanyl deaths in our community? Several teenagers have died and not much has been done in investigating the social media apps being used to distribute these drugs.	1
We would hope that the Police Chief's tenure would be at minimum three years.	1
We need someone who is transparent. Someone who is approachable. That listens to his officers. Someone who is team oriented, not just looking into their own interests.	1
We need a police chief who will lead a broad and effective enforcement of speeding laws. Santa Fe neighborhoods are endangered by drivers who show blatant disregard for the speed limits.	1
We need a leader with superb communication skills who is able both to represent the department at the highest level and who can connect with ordinary folks and value our most vulnerable.	1
We need a department that is prepared at all times, in all aspects; laws, civil rights, policing, etc. A well informed/educated department is a successful department! Should have been able to select all of above^	1
We don't need a bullying male who relies on force to try to solve problems.	1
We do need to find a chief who works with and cares about the development of the staff so that they feel that they're valued and have opportunities to move up within the department —not just officers but all staff! It will help with retention.	1

Understanding of the importance of honoring ethnicity of public and staff is vital to success. New ideas are important, but it isn't possible or even desirable to try to change the culture of police force and community overnight.	1
This person should be able to listen to his officers and the public. He should be confident enough not to get defensive when suggestions are made.	1
They need to be able to work with their staff and increase staffing morale. This will increase retention of staff and if they can work with their staff they can extend this same concept to the community.	1
There's so many more homeless people and it's so dangerous. I've been followed and screamed at and lunged at because I'm a woman. The store parking lots aren't safe after dark because homeless people look for women with kids and harass and threaten.	1
There needs to be a push to remember the fundamentals of policing to hold the criminal element accountable at all levels of the CJ system. Covid requirements for new hires and current employees needs to be Removed immediately.	1
There is no enforcement of the panhandling ban on city streets and too many people stop in traffic to give money to panhandlers. It takes about 5 minutes for anyone to find a weapon online this needs to stop.	1
There are no women on the list of candidates. In the 40+ years I have lived here, there has been only one woman Chief. It's way past time to change that.	1
The Santa Fe Police Department needs to become a more modern Police Department!	1
The Q&A options on survey are "a given" all those qualifications should be considered, not just 10 or 7. Why do a survey for the PD Chief hire when it should be standard logical hire yet asst liaison Maki position created no community poll/a shoe-in	1
The police chief needs to understand this community, and how different it really is. Respect the diversity of people and history here. Outside policing policies wont work here. We need understanding of PO C, disabled, historical trauma, etc.	1
The police chief and other officials should visit CAHOOTS program in Oregon to see a 31-year-old model program that they could help initiate as an alternative.	1
The notion a chief has to live in the city is poppycock. More important to be intelligent and competent. Required housing laws severely restrict recruitment, especially in a community with limited affordable housing.	1

The new Chief of Police for the City of Santa Fe should be required to actually live within the city limits of Santa Fe.	1
The laws for a Felon in possession of a weapon and shooting at a MV (attempted murder?what are they shooting at?) are weak. Please look around the country for examples of how we can make these more penal and work with lawmakers.	1
The city of Santa Fe has had too many shoe in chiefs within the last 10 years. It's time to try something new. I was born and raised in Santa Fe. I do NOT have anything good to say about the three applicants that are from within the dept.	1
The City needs to recruit more qualified officers and work on retaining those that are already serving. And Stop the cronyism within the pd.	1
The actual cheif spend time with at risk youth and sports programs.	1
Thank you so much for including the community in this search.	1
Thank you for asking for our input. I recently moved out of the city and now live in the county; still shop and sometimes work in the city and still care about it very much.	1
Thank you for allowing community input in this position. The success of this leader impacts all of us in city and county.	1
Support reducing crime through promoting treatment on demand, harm reduction programs, residential and/or intensive mental health programs for SF youth, alternative response programs, affordable housing, homelessness prevention & jobs training, etc.	1
Successful management of your people is the big challenge. In conjunction with public safety responsibilities, that's a tall order. Buena suerte! Survey organizers: Wrong to ask full name, 1st name OK; not inclusive, excludes the privacy-concerned	1
See above. These are probably minor issues, but they are important for quality of life.	1
See above.	1
Santa Fe has become dangerous. Last year, a homeless man broke into our house while we were sleeping. It turned out this person was dangerous and had a long rap sheet. I'm not sure why he kept getting released. I don't feel safe here.	1
Require residency in SF. Provide housing allowance if necessary. Encourage innovation and creativity in policing policy and procedures.	1

Police Chief needs to be fair, treat everyone the same. Get rid of the Military type management. I think Paul Joye is a good guy, he just inherited his staff.	1
Please seek a candidate with aa positive "can do" outlook.	1
Please hire the best person for the job, based on their ability to do the job that needs to be done. Skin color and gender should never be why we hire someone. Hire the individual who can inspire others to reduce crime safely and respectfully.	1
Please don't hire a macho man who believes problems can be solved with superior force. We need so meone who understands societal dynamics and works to de-escalate tensions.	1
Please do not choose a candidate from Santa Fe who likely grew up in a dysfunctional police departm ent.	1
Please demilitarize the police force. It's too dangerous for police to have all of that military equipment.	1
Please bring back Citizens Academy post-Covid.	1
Paying new officers is great but we also need to retain our experienced officers by raising their Pay!	1
Paul Joye is not only a great officer but a great person. He is the reason why most officers have stayer d at the Sant Fe Police Department. Thomas Grundler and Paul Joye are both great candidates and will definitely raise moral at the Department.	1
Only had room for one question above. Here's my second: NM has really disturbing officer shooting statistics. How do you plan to increase accountability within SFPD and eliminate the risk of harm by the very people working to protect our community?	1
On Feb. 12, SFPD held training at the Chavez Center. People using the track were asked to stay in o ne lane so SFPD could use of the rest of the track. SFPD had their masks half on and blocked even t hat lane talking. Really arrogant and inconsiderate.	1
Offer \$600-\$800 per month for police to live in City (or within 5 miles). This cost is equal to the gas an d west that taking a car to Rio Rancho costs. This would have multiple benefits (recruiting, retention, p olice presence) and not cost us more.	1
Not for now	1
None.	1
No.	1

No police presence at mental health crises: instead, well-trained social workers and community members. The city should fully fund the Alternative Response Unit, with a separate emergency phone number, and staff available 24/7.	1
NM doesn't have a dry county in it. Stop DWI ? Then cut license in half and watch the # drop. Better yet put the strip in nm license and make everyone who purchase alcohol gets carded.	1
Needs to fight for a raise for officers.	1
My home was burglarized in 2017. I LOST OVER \$13K. NO ONE FR. SFPD EVER FOLLOWED UP AFTER THE REPORT. WAS TAKEN. The detective that was assigned to the case was defensive and hostile and hung up on me more than once when I tried to follow up.	1
Must show DEMONSTRATED experience (not just ideas) in leadership/change management in large, diverse government org. DON'T chance someone who has nice resume but lacks ACTUAL RELEVANT EXPERIENCE. Normally outsider=change. Put me on a panel.	1
Mayor when you hire the Chief, let him/her do the job he/she is hired to do. That is protect the citizens of Santa Fe. You are not a Police officer, nor do you understand public safety. Stay out of the way!!	1
Many community members live just outside the city limits and many work, shop and send their children to school in the city. Many operate and own businesses in the city as well. It is important to communicate and establish relationships outside the ci	1
Make sure they know and understand Santa Fe and its citizens, and the issues we're facing that affect all of us. There are many serious issues that need to be addressed and find some reasonable resolution. Are they willing to do what is necessary?	1
Look at crime statistics. Where and when does most crimes happen?	1
Live in Santa Fe. Be involved in citizen police academy and citizens police training/community involvement. Really show up for coffee with a cop.	1
Let's vet candidates that are impartial, they are willing to serve based on laws and a departmental code of ethics.	1
Less focus on SWAT & those that outsiders and more focus on those that have been raised in the community and understand the ebbs and flows of change. Katz has no vision. APD and RR-- not even kind of. Out of state... i would have to review resumes	1
Less emphasis paramilitary aspects of policing, discipline, no Blue line. Employees to feel valued, able to come forward without reprisal fear. Sexism, gender issues need prompt attention, resolution. Human trafficking prioritized. All laws enforced	1

I've personally seen situations where traffic or other laws were being violated within sight/hearing of officers who made no effort to intervene. Department leadership must convey to officers their duty to intervene when laws are being violated.	1
It's a difficult time for police officers. They have to face all of our social problems; the proliferation of guns, poverty, homelessness, and mental illness. We need their protection but also to be treated with respect and dignity.	1
It might be preferable to have a Chief who has lived in Santa Fe long enough for intimate familiarity with its ins and outs (societal, political, etc.) and who knows places to find good green chilé at a reasonable price.	1
It is important to recognize the increase of drug trafficking emerging in Santa Fe, and to have a comprehensive plan to deal with this.	1
Invite the Center for Policing Equity to analyze our data and help the City of Santa Fe reduce reliance on police and increase community supports Visit the CAHOOTS program in Oregon and consider using it as a model for Santa Fe	1
Install speed and redlight cameras, improve the officer response time.	1
In mental health emergencies, Policemen/women are not the answer unless they are trained for de-escalating these situations. If one is feeling vulnerable and anxious, policemen make them more so.	1
Important: Job longevity, ability to delegate responsibility, education (preferable advanced education) in criminal justice. Check references and talk to those supervised re: honest, Integrity, trustworthy, flexibility, etc.	1
If you think of yourself as "macho" you are not the person for this job. more sensitivity, less machismo.	1
I'd also like to know how s/he would listen for signs of radicalisation within the force, and how that would be addressed during these divisive times.	1
I would love to see a police chief who is invested in reducing crime through harm reduction initiatives and community engagement, and who is willing to support grassroots projects that would do so.	1
I would like to see our police chief reside in Santa Fe	1
I would like to see diverse groups included in the day to day working of the department.	1
I would like to know how the chief would deal with gangs and the escalation of violence. I feel it is par amount for the chief-of-police to live in Santa. I would like to see more women elevated to higher ranks if they qualify.	1

I would hope that all applicants are on equal footing for consideration. Interviewing out of state applicants just because you need to, while already ready to hire someone from ABQ would be very short-sighted. ABQ policing is not a good example.	1
I would be very sad to see someone from the very toxic and chronically terrible Albuquerque Police department hired as Chief of SFPS.	1
I work and shop in the city but live in the county. Seeking input from people only in city limits and short changes all the citizens of Santa Fe. I was a cop for 31 years and understand a Police Department needs total community trust to operate.	1
I think this person has to be vetted fully. Having read the Reporter's background info, some of these candidates need to be taken off the list. Fluent in Spanish is a must and a stellar record. If none fit this bill, reopen search.	1
I think that hiring local is more beneficial since they have seen firsthand what goes on in the city. See what plans they have as to where they want to move the department and go with the best option.	1
I think it is important that the new police chief be from NM so they know and love our community.	1
I think Ben Valdez is a great choice. He impressed me as thoughtful, calm and respectful during my Citizen Police Academy. Really glad Padilla is gone. Maybe don't ask for names on surveys, harder to get honest feedback.	1
I support the selection of Paul Joye for Police Chief.	1
I support Interim Chief Paul Joye because of his engagement and active participation in the LEAD Program and the Municipal Drug Strategy Task Force. I would encourage all candidates to reflect on what the call for abolition means to them.	1
I mention this issues only because I used to have to investigate many claims, throughout NM, brought against the police department by community members, and every time found that these claims were true. There were never disciplinary actions taken.	1
I insist on higher educational standards, deescalation training , psychological Testing /screening and questioning; HIGH standards of respecting LIFE, civil rights of ALL human beings, use of cameras and complete accountability and transparency.	1
I hope our new police chief will take seriously the problem of noise in our city. I am assaulted daily by cars and motorcycles with terrifyingly loud engine noise at all hours of day and night. No one should be allowed to inflict this on others.	1

I hope candidates of color, diverse sexual & gender identity, and women will be recruited & encouraged to apply.	1
I do not trust police. I'm sorry, I just don't. And I know I'm not the only one with this opinion. In my opinion the most important thing would be to re-establish trust. Is your goal to protect and serve or to prove "quien es mas macho?"	1
How does the candidate plan to reshape the culture of the agency?	1
How do we utilize methods of harm reduction, employment, housing as more effective strategies to decrease crime than incarceration and threats from the legal system which research shows are less effective in reducing all kinds of crime?	1
Hire outside of the state of New Mexico.	1
Hire enough police! We are no longer a small town. Take funds that target parking meters and hire more traffic police.	1
Higher a woman. I would recommend my daughter,, Andrea Dobyys, Reach out and recruit her. You will not be disappointed.	1
Have them talk about past training; how often they shoot weapons; how do they de-escalate; if they ever shot anyone; etc.	1
Have regular situations where the police interact with the community ,maybe an afternoon in a park. I was in a park in London - a long time ago, before the police carried guns! - and they were walking around visiting to adults - and children.	1
Graffiti vs murals and hate crimes and insane drivers on our street: including City and School buses and Police running red lights and stop signs along with the entitled who believe laws and safety do not matter badly needs to be addressed.	1
Graffiti has been an issue in the parks and throughout our community. Gangs and violence are a concern.	1
Good luck! This place is a tough mix...well worth it but a tough/ shifting mix!	1
Get someone that can do the job with hands on experience not text book knowledge. Tired of these weak minded candidates that have no experience and just do what they are told by others that don't know the job.	1

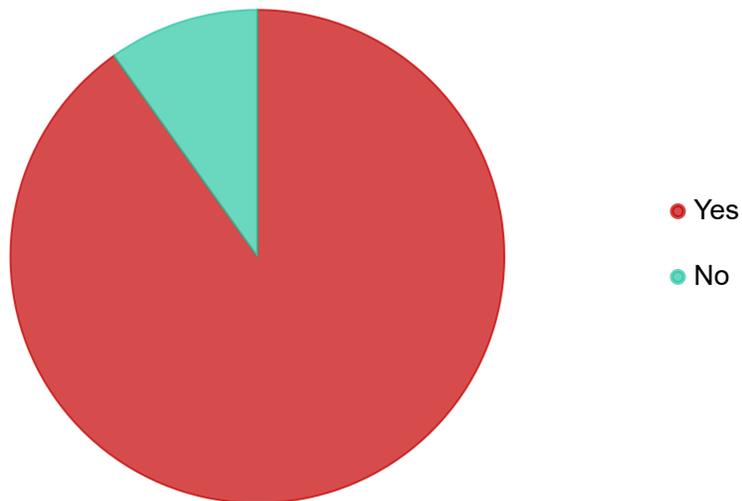
Follow the lead of police leaders, who have reduced crime by taking advice and using data from universities to pinpoint sources and best practices for crime reduction. Build our education system and youth services. Treat people humanely. Don't kill.	1
Fluency in English and Spanish would be a major plus. An individual with vision who recognizes issues unique to SF as well as common among all cities (large or small). A leader and good communicator who can stand up to naysayers and inspire others.	1
Find a Chief who does not support the militarization of our Police Department.	1
Experience and proven ability to hire effectively are most important	1
Even I, a 73-year-old white woman, feel fear when I see a police officer dressed entirely in black and loaded with weapons, looking like a Nazi storm trooper. Why can't we change at least the uniform to look less intimidating?	1
Effective traffic enforcement is needed -- vehicle noise, speeding/reckless/distracted driving, red light runners. It is endemic and resulting in injury and death. Enforcement by police, not cameras, is needed.	1
Education matters. Practical experience with shooting a gun or operating in a paramilitary environment doesn't make the community safer and is not good enough to say a candidate is "qualified".	1
Education is important to me. I believe that higher education increases exposure to other cultures (whether through what is being taught or with whom one interacts), and increases empathy to those cultures.	1
Do not stand by and allow our monuments be destroyed.	1
Deputy Police Chief Joye has already demonstrated many of the inclusive and progressive qualities that Santa Fe needs in a SFPD Police Chief.	1
De-funding police is naive and stupid. However, changes must be made in police culture nationwide. There is an issue when it comes to dealing with non-whites and it's nationwide. A belief and commitment to real change from the top is critical.	1
Defund the police. Create a public safety force that is staffed with qualified professionals, not bullies and thugs. Use the funding to support people's basic needs, like housing, nutrition and community. Police create violence.	1
Defund the police.	1
Crime reduction prevention? Community policing?	1

Create policy on call reduction for non-priority after the fact calls. Pay rates to be comparable to similar sized cities (pay increases). Increase in new/safer vehicles and equipment. Remove homeless from city Increase presence to businesses	1
Check references Have a diverse group on the interview committee to include some women	1
check out the CAHOOTS program in Oregon: ( <a href="https://whitebirdclinic.org/what-is-cahoots/">https://whitebirdclinic.org/what-is-cahoots/</a> ) Reduce crime by supporting harm reduction initiatives and initiating community health and well being	1
Carefully examine the problem of increasing gun violence in our city, please.	1
Bring in someone with compassion and kindness as their operating system. No nepotism please! Pick a candidate with integrity who owes no one any favors.	1
Bring in someone new with fresh ideas, a new perspective and proven background of success. Change cannot be achieved with the same leadership. The force needs a kick in the but from a new, experienced and proven leader.	1
Behavioral health and desescalation of crisis situations. Working with the NAACP and our local Tribes and our homeless community and community groups. The voices of elders and youth need to be heard.	1
Be very visible in the high crime areas in Santa Fe wearing a uniform and back your officers up when they are right. Be fair and don't pander to special interest groups.	1
Ask the long-term personal goals of the candidate. How long does the candidate plan to work? to stay in Santa Fe?	1
As a retired teacher I have found that many students are "afraid" of police. Either environmental causes of those unaware of policemen. It would be great to pick a school, once a month, and have a school assembly or grade level to just talk.	1
American policing has roots in slavery and connects criminal justice, criminology and law enforcement in intimate, historical, racist and basic unfairness to those it is to serve and protect. A focused concentration on what policing "should	1
All else equal, please look to hire a local resident.	1
A true representative of our community knows what will keep us collaboratively safe.	1
A person for the Chief position should be chosen that cares for the department and is able increase morale. When the morale of Officers is increased it allows for them to feel positive towards their career which in turn is beneficial to the community	1

.	1
How will you change the Department to be more focused on a health community that addresses the p overty, drug addiction, and mental health issues that are rampant in our community?	1
I'll love to see our police officers given more power to deal with known criminals on our streets in the n ame of homeless. It has come to a point not to call them coz the answer is obvious " there's nothing w e can do" we need them to do something 🙏	1

Answered: 145 Skipped: 220

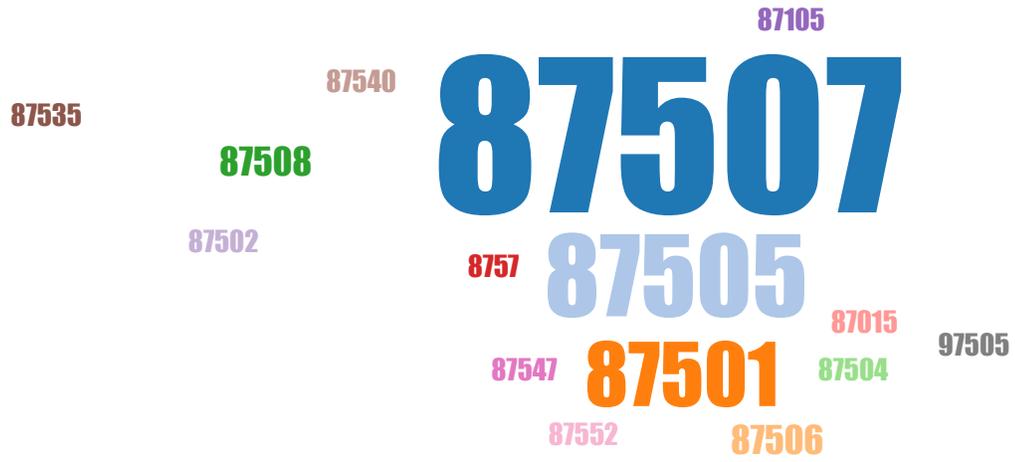
### Do you live in the City of Santa Fe? \*



Answers	Count	Percentage
Yes	329	90.14%
No	36	9.86%

Answered: 365 Skipped: 0

### If yes, what is your zip code?



**Word** **Count**

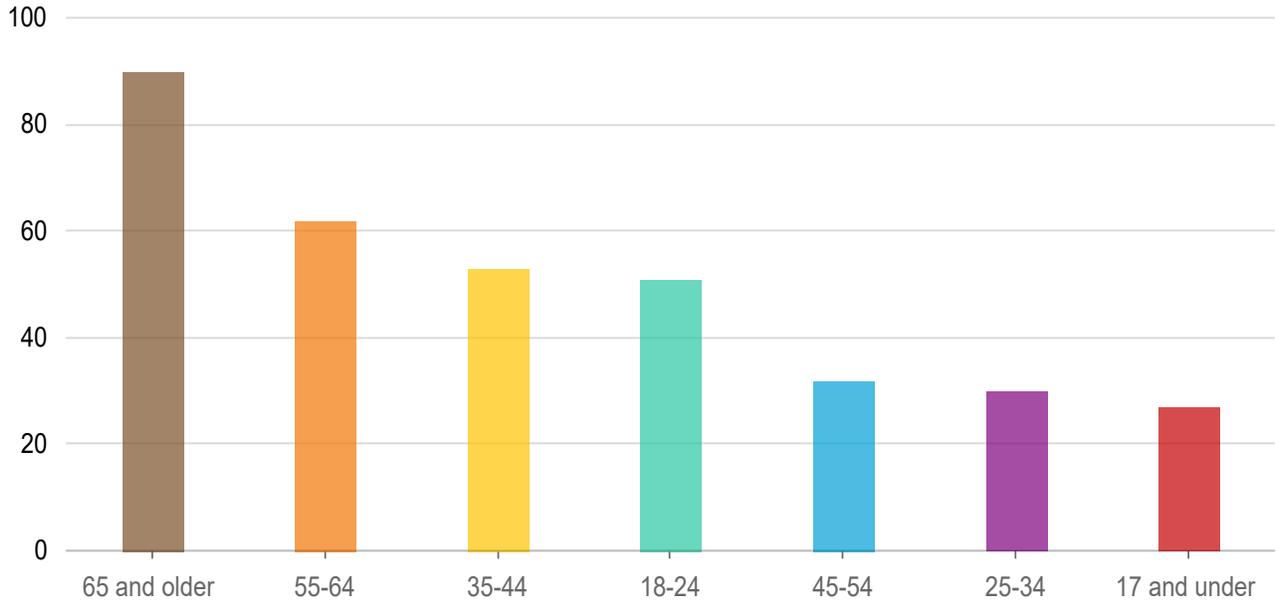
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87505	77
87501	54
87506	11
87508	10
87504	2
8757	1
87015	1
87105	1
87502	1
87535	1
87540	1
87547	1
87552	1

97505

1

Answered: 327 Skipped: 38

1 - Which of the following best describes your age (optional)



Answers

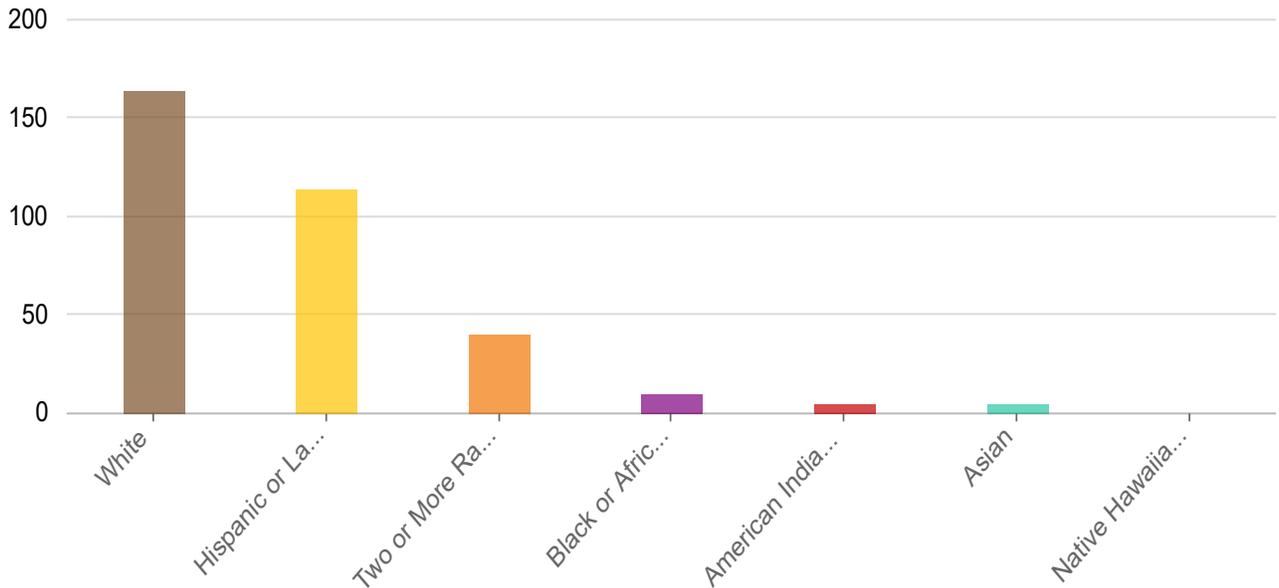
Count

Percentage

Answers	Count	Percentage
65 and older	90	24.66%
55-64	62	16.99%
35-44	53	14.52%
18-24	51	13.97%
45-54	32	8.77%
25-34	30	8.22%
17 and under	27	7.4%

Answered: 345 Skipped: 20

2 - Which of the following best describes your ethnicity based on equal...

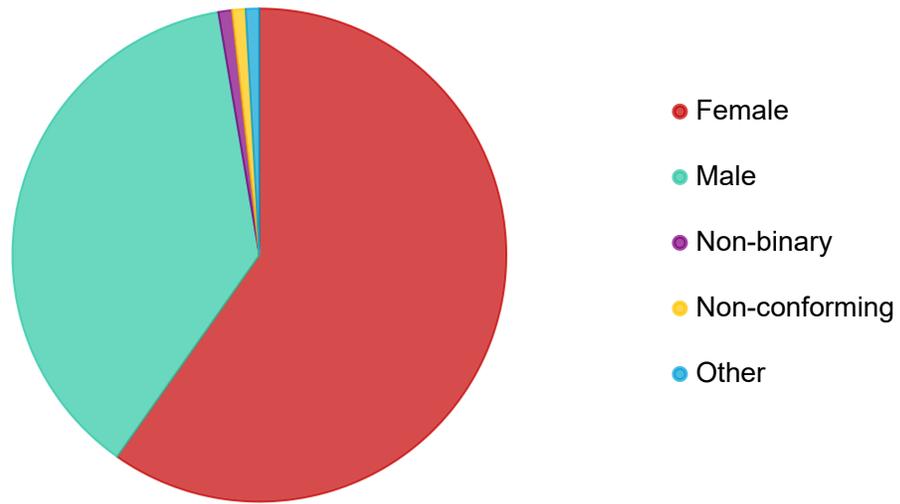


**Answers** **Count** **Percentage**

Answers	Count	Percentage
White	164	44.93%
Hispanic or Latino	114	31.23%
Two or More Races	40	10.96%
Black or African American	10	2.74%
American Indian or Alaska Native	5	1.37%
Asian	5	1.37%
Native Hawaiian or Other Pacific Islander	0	0%

Answered: 338 Skipped: 27

**3 - Which of the following best describes your gender (optional) ?**



Answers	Count	Percentage
Female	202	55.34%
Male	127	34.79%
Non-binary	3	0.82%
Non-conforming	3	0.82%
Other	3	0.82%

Answered: 338 Skipped: 27