

# Police Chief Finalist Panel Feedback Survey

## Paul Joye - Strengths \*

The word cloud requires at least 20 answers to show.

Response	Count
Legitimacy. Trustworthy. Skillful. Knowledgeable on innovative approaches. Has strong relations with our institutions. Genuine on collaboration. Honest. Good role model. Has family integrated in our community. Demonstrated longstanding reputation. Responds to tragedy, with honor, diligence and humanity. Loves our SFPD. May stay on the job longer.	1
Knows the department and the police force. Has a commitment to the community. Is solid and authentic. Has shepherded the police force through a very difficult time with the loss of an officer. Has ideas for stabilizing the workforce. Knows the community.	1
Knowledge of internal procedures Empathy Ability to accept an alternative point of view with grace and attempt to learn from the experience History with the department	1
interest in collaboration; well known in SFPD; deeply invested in Santa Fe and SFPD; already working with community organizations; ideas seem practical and achievable; currently working on alternative resolutions for mental health crises	1
Career SFPD officer. Established member of the community. Established community ties. Established relationship with officers of the PD. Institutional knowledge of the SFPD and how it works within the city government as a whole and its other departments. Has worked through the ranks of SFPD and has personal knowledge of each level of the PD.	1
1. Collaborative Leadership 2. Santa Fe-Centric -- "I'm not asking to be A Chief of Police, I'm asking to be The Santa Fe Chief of Police" ; "the dots on the map of the city mean more than the location of a crime; it's also someone's very bad day." 3. Humility	1
1- Has the experience of an insider and seems to have the trust of the group. 2- Very humble (open to opinions and comfortable in being wrong). 3- Understands the challenges ahead.	1

Answered: 7 Skipped: 0

**Paul Joye - Weaknesses \***

The word cloud requires at least 20 answers to show.

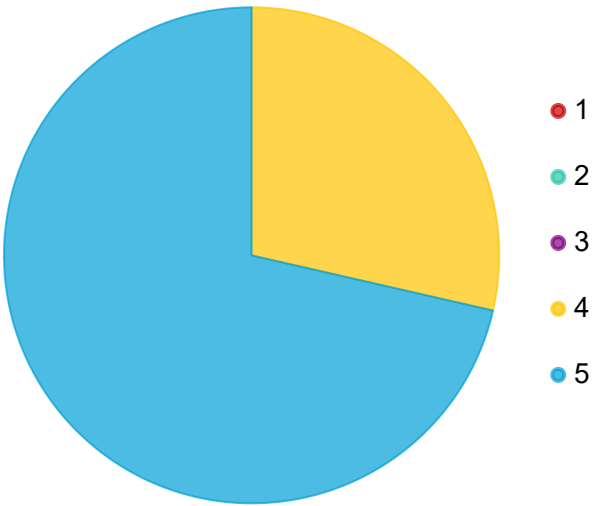
Response	Count
internal candidate in a PD experiencing internal difficulties; not a clear communicator (lots of jargon) (v. likely this is in part due to the deaths last week); didn't seem to have a big vision; can he get buy-in from local communities of color/minoritized communities?	1
Has only served in the Santa Fe Police force. Has a Bachelor's degree without further higher education.	1
Failure to discern and answer the question as posed At times was not articulate in his responses At times, he was too verbose Did not appear to have an answer to problems to may arise in the future	1
Does not have the experience of working outside in PD's other than the SFPD. Does not have the length of experience in commander position in PD as other candidate.	1
Can appear to be less articulate than other persons presenting about themselves. This could leave those who may not know him with the impression that he may lack engagement, or real interest for the job. To me, it similar than what I feel in the presence of a humble person, or who may not know how to "sell themselves" as well as other people do.	1
1. Transparency, police misconduct -- Lack of disclosure of misconduct by SF Police vs. SF Firefighters is illogical rationalization; Testimony of SFFD doesn't lead to jail; firefighters don't file criminal complaints that restrict a citizen's liberty; firefighters don't carry weapons or have authority of law so don't face use of force complaints.	1
1- Seems less capable of articulating the changes that must be made.	1

Answered: 7 Skipped: 0

**Paul Joye - Honesty and Integrity \***

Average

4.7



- 1
- 2
- 3
- 4
- 5

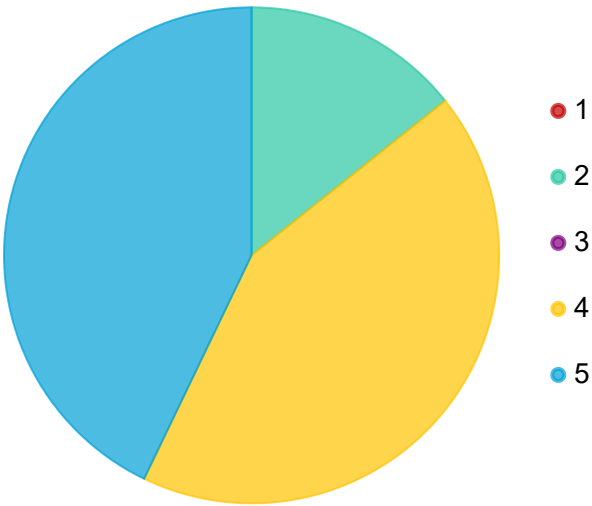
Answers	Count	Percentage
1	0	0%
2	0	0%
3	0	0%
4	2	28.57%
5	5	71.43%

Answered: 7 Skipped: 0

Paul Joye- Personal Accountability and Accountability of Employees \*

Average

4.1



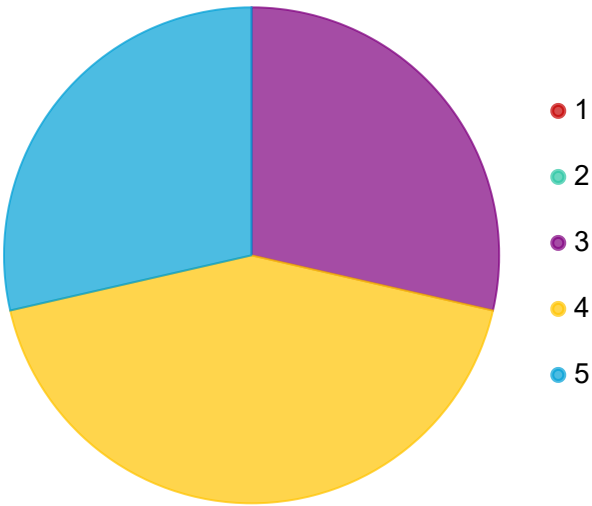
Answers	Count	Percentage
1	0	0%
2	1	14.29%
3	0	0%
4	3	42.86%
5	3	42.86%

Answered: 7 Skipped: 0

Paul Joye - Commitment to Fair Practices and Just Policing \*

Average

4



- 1
- 2
- 3
- 4
- 5

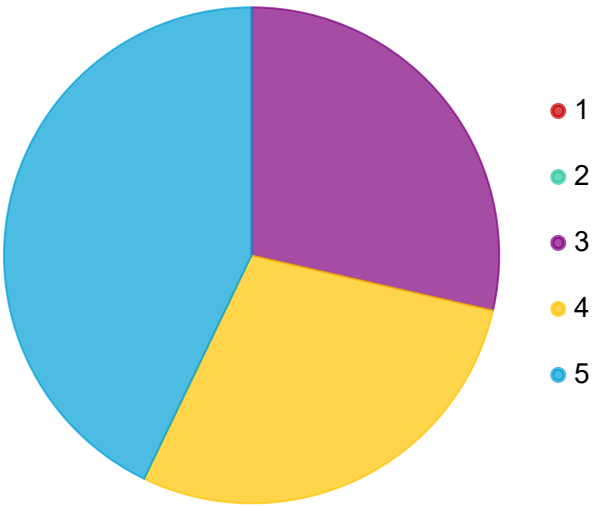
Answers	Count	Percentage
1	0	0%
2	0	0%
3	2	28.57%
4	3	42.86%
5	2	28.57%

Answered: 7 Skipped: 0

Paul Joye - Ability to Develop Relationships with Community Based Social... \*

Average

4.1



- 1
- 2
- 3
- 4
- 5

Answers	Count	Percentage
1	0	0%
2	0	0%
3	2	28.57%
4	2	28.57%
5	3	42.86%

Answered: 7 Skipped: 0

Andrew Rodriguez -Strengths \*

The word cloud requires at least 20 answers to show.

Response	Count
Very Articulate Able to precisely answer the questions asked Seems very comfortable formulating solu tions to future problems Seems to have learned some very valuable lessons from the failures of his pr vious police department Empathetic	1

Pleasant. Articulate. He has very good communication skills, some of the best from who we met. Well rounded set of skills. Good understating of procedural justice and the importance of police reform. Appreciates SF and what our community offers. Has an Interesting personal background. Speaks on how people deserved to be treated. He's multicultural.	1
Has a varied experience of working with other PD's across the US west. Has the experience of being a police officer with various community population sizes. Has lived and worked in the state for a length of time to become familiar with law enforcement issues of surrounding communities. Has personal experience of working to revitalize PD's.	1
Extensive law enforcement experience throughout the country, particularly Los Angeles where he worked during the consent decree. Has also been with the Rio Rancho police force and it is known to be highly rated within NM. Has Master's degree and a clearly articulated leadership philosophy- Leader/Leader Willing to move to Santa Fe.	1
coming from outside SFPD - new eyes (but already immersed in NM culture); concise, clear communicator; focus on accountability; seems to have a big vision for SFPD;	1
1. Accountability & Transparency -- SFPD policies on website; "Consent of community arises from accountability." 2. Reform -- Experience with overhaul of LAPD; "train officers to think, to lead, to be community members." 3. Education -- Graduated Summa Cum Laude while a father, husband & full-time officer. TRUSTWORTHY AND TRANSPARENT -- 4 STARS	1
1- Very articulate, knows what the job requires, and could bring a fresh perspective to the needs and challenges ahead. 2- Seems to have an academic background that brings depth and nuance to his perception of the job. 3- Seems open to establish partnerships with other organizations in town.	1

Answered: 7 Skipped: 0

Andrew Rodriguez - Weaknesses \*

The word cloud requires at least 20 answers to show.

Response	Count
May be viewed as an outsider	1
Is new to Santa Fe (however, has done homework going so far as visiting the homeless shelter to better understand the issues).	1

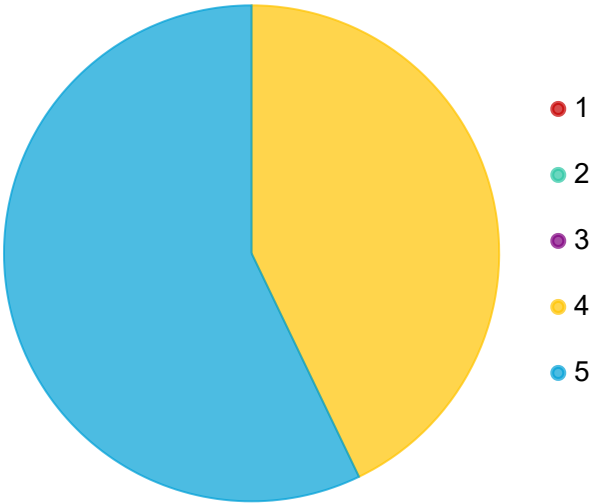
He has not held a job here. There is much about our PD that naturally he doesn't know. There will be surprises he'll face. He would have to gain and maintain the trust of our officers and commanders, which would take time. He would also have to develop strong relations with institution and with local dignitaries. He'll have a higher learning curve.	1
external candidate - no current ties to Santa Fe; not clear if he can turn vision into action; will he have buy-in from PD?; not clear to me how he would bring about fair practices and just policing.	1
Does not have the established relationship with in-place officers of the SFPD. Does not have the established relationship with city leaders and city government departments. Does not have the established relationship with other community partners and community leaders.	1
1. Outsider -- Start-up lag time; May face internal sabotage due to being from Rio Rancho and for being offered the position over internal candidates (Joye, Valdez, Rodriquez)	1
1- Does not have experience in Santa Fe.	1

Answered: 7 Skipped: 0

Andrew Rodriguez - Honesty and Integrity \*

Average

4.6



Answers	Count	Percentage
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2	0	0%

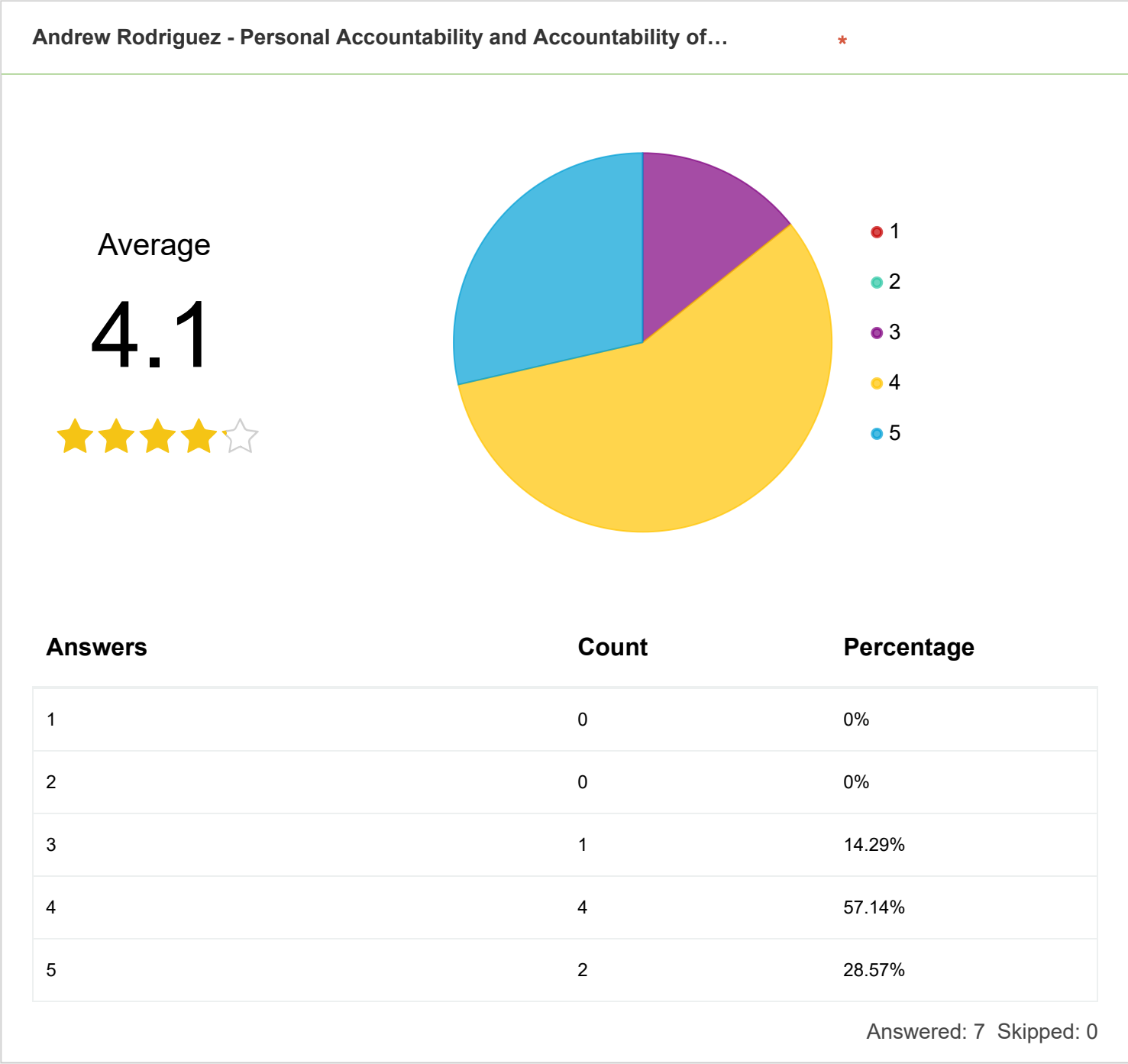


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3	0	0%
4	3	42.86%
5	4	57.14%

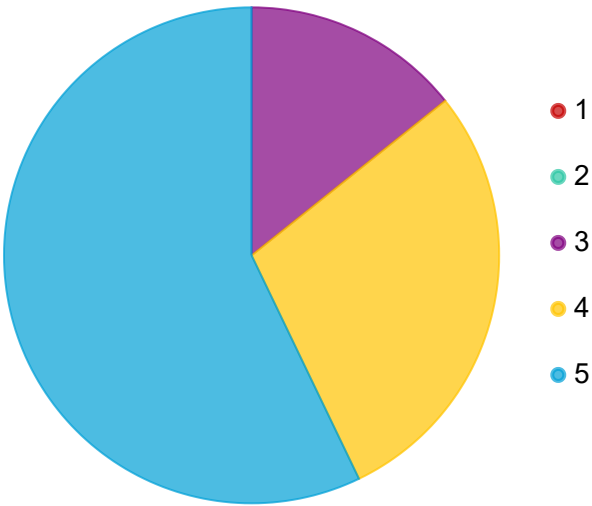
Answered: 7 Skipped: 0



Andrew Rodriguez - Commitment to Fair Practices and Just Policing \*

Average

4.4



- 1
- 2
- 3
- 4
- 5

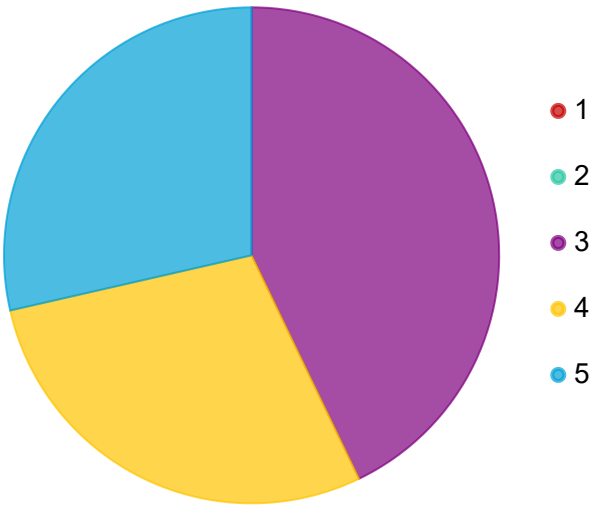
Answers	Count	Percentage
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3	1	14.29%
4	2	28.57%
5	4	57.14%

Answered: 7 Skipped: 0

Andrew Rodriguez, - Ability to Develop Relationships with Community Bas... \*

Average

3.9



Answers	Count	Percentage
1	0	0%
2	0	0%
3	3	42.86%
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5	2	28.57%

Answered: 7 Skipped: 0