

Police Chief Selection Process Feedback

Submission date: **26 February 2022, 2:57PM**

Receipt number: **1**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

My priorities are for the police to ensure the communities safety while continuing to become more fair and equitable in their administration of their duties. This includes increasing transparency. In particular, access to video cam footage and never having an officer who did not have their camera on when they did something perceived to be inappropriate or make up another excuse. Also, real time reporting of incidents and greater press access.

What key skills do you think are needed for the next Police Chief?

Ability to work well with existing police leadership and officers. Commitment to transparency and holding officers accountable. Sharing the same values as the community.

Any other relevant comments you'd like to share as the City Manager determines next steps?

I think Andrew Binder is an excellent candidate. He has an impressive policing background, a solid track record and has done a great job at moving social justice within the department forward and improving policing best practices. He is a lower risk hire than an outside candidate. No other police department in Santa Clara has done an outside hire in the last 4 years but instead promoted from within. It's easy to look good and be misleading about your true character and abilities in an interview but the real test is how a candidate behaves and performs on the job and Andrew has excelled at both. I hope you give will give him a fair an equal chance against outside candidates.

Police Chief Selection Process Feedback

Submission date: **4 March 2022, 3:27AM**

Receipt number: **2**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Protecting the rest of us from the FEW with bad intentions; recognizing that we all have bad moments and not considering all people basically bad/dangerous; becoming a part of our community, i.e. they know us as individuals and we know them as individuals. I don't know what percentage of our officers live locally but they should! I've never met one, which seems wrong, shouldn't I know at least a few of these men and women who are supposedly protecting me? shouldn't they know me?

What key skills do you think are needed for the next Police Chief?

Listening. To all sides, to all community members as well as to his/her officers. The ability to sort fact from opinion. Impartiality. Operating by statistics not by hearsay or PR - deciding what are the actual products of the Dept and staticizing those and doing promotions, demotions, commendations or corrections based only on actual facts. I don't know how it's been but I know too many businesses don't operate by statistics. So I'm just stating that as an ideal scene.

Any other relevant comments you'd like to share as the City Manager determines next steps?

If the chief is responsible for hiring officers, the requirements I'd like to see include:

-the ability (and willingness) to shoot ONLY to disarm, if shooting is determined to be absolutely necessary - those guys should be good enough aims and able to maintain their cool under what feels like attack conditions so that they CAN aim. It horrifies me that police kill so many - they have to be better shooters than that! the target practice should be primarily arms to disarm or legs to slow down/trip up. NOT torsos or head which do major damage.

-somehow judging the character of the potential officers as to the LEAST harm they can do to someone - and ensure they are NOT given the training I've heard of where the trainees are primed to shoot first and ask Qs afterwards, as well as primed to be willing to take a life and not really care. At least that's how I understood it. I don't recall what that training is called, but it has a name - and it horrified me when I read about it.

Police Chief Selection Process Feedback

Submission date: **4 March 2022, 5:18AM**

Receipt number: **3**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Transparency and accountability.

What key skills do you think are needed for the next Police Chief?

Reformer, able to change the police force by joining forces with health services and ready to have the police be more community friendly. A change agent rather than just keeping the status quo.

Any other relevant comments you'd like to share as the City Manager determines next steps?

The previous Police Chief was not vetted properly. Please make sure the Police Chief's background is checked. Please select someone who is younger and personable.

Police Chief Selection Process Feedback

Submission date: **5 March 2022, 11:36AM**

Receipt number: **4**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Get police officers out of their cruisers and ask them to walk the streets or patrol on bikes.

Establish regular and structured communications with the residents of Palo Alto. Keep us apprised what keeps the police busy, interact with the community

What key skills do you think are needed for the next Police Chief?

Communication skills.

Any other relevant comments you'd like to share as the City Manager determines next steps?

Police Chief Selection Process Feedback

Submission date: **5 March 2022, 3:43PM**

Receipt number: **5**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

I want to see our police return to what they provided a few years ago. Traffic enforcement; more cops on the street in general.

What key skills do you think are needed for the next Police Chief?

The ability to effectively communicate with the community and elected leaders. And do so in a candid way, so we know what the department can and can't do, and what they need.

Any other relevant comments you'd like to share as the City Manager determines next steps?

I've always felt that we have a good force. I don't like the way they (or their profession) have been treated in recent years. I wish the department or the city leaders had done a better job speaking up and not fallen victim to the defund mentality.

Police Chief Selection Process Feedback

Submission date: **5 March 2022, 10:28PM**

Receipt number: **6**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

transparency

improve communication with the press, restore unencrypted police radios for most calls.

getting rid of a bad cop when it becomes apparent that he or she is bad

reducing crime. at the present time theft from stores, homes and individuals is a major problem

improving the way mentally ill people are dealt with, by improved training and perhaps by adding mental health professionals to response teams

What key skills do you think are needed for the next Police Chief?

honesty

good communication skills

be open about mistakes that are made and problems that come up

ability to work with the police unions to weed out bad cops while supporting the majority who are doing a good job

Any other relevant comments you'd like to share as the City Manager determines next steps?

the process of selecting a new Chief should be as transparent as possible

Police Chief Selection Process Feedback

Submission date: **6 March 2022, 11:11AM**

Receipt number: **7**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

A safe, walkable community where residents do not fear break-ins of their homes or cars. Palo Alto shopkeepers, visitors and residents alike should feel the community is welcoming, but intolerant of petty thieves and those who would harm persons or property. Police should enlist the support of mental health professionals to deal with many complaints.

What key skills do you think are needed for the next Police Chief?

Police do not need to be called in to handle most situations with vagrants, but should work in tandem with mental health support services.

Any other relevant comments you'd like to share as the City Manager determines next steps?

I trust the next police chief will not be chosen based on skin color or sexual identity. Palo Alto's Police Chief should not be a token for racial or sex affirmative action.

Police Chief Selection Process Feedback

Submission date: **6 March 2022, 12:45PM**

Receipt number: **8**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

More officers are needed! Police patrol constantly as they did in the 90's. Start giving out more speeding tickets. Police should work within the community more to improve our town and their image. Police have training around mental health and conflict resolution.

What key skills do you think are needed for the next Police Chief?

A fair and tough leader who places importance on DEI. Police need to be seen more to get Palo Alto back on track.

Any other relevant comments you'd like to share as the City Manager determines next steps?

Stop the war on police. They have been hiding since May 2020 and it has only increased crime in Palo Alto. Our officers need to be seen, be in areas where there are schools and parks. They should feel respected and give respect. They are a the most important part of our community. They determine our safety and the safety of my kids biking around. Palo Alto is no longer the utopia it once was.

Police Chief Selection Process Feedback

Submission date: **7 March 2022, 10:09PM**

Receipt number: **9**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

A leader who is kind, but believes in complete transparency which the current chief is severely lacking in. Our present chief let us citizens know that he could not fire or discipline police officers, due to the control by the unions. Correcting this situation should be a first priority. Why even have a Chief if the union runs the department?

What key skills do you think are needed for the next Police Chief?

Experience and strong leadership, but most importantly realizing that the citizens of the city come first. We want to live in a well run city with the police treating all its citizens with respect.

Any other relevant comments you'd like to share as the City Manager determines next steps?

I'm sure there are some great police officers, but all we hear about are the bad apples. Unfortunately they can be very bad. We need to remove the bad apples without the unions interference.

Police Chief Selection Process Feedback

Submission date: **8 March 2022, 5:44PM**

Receipt number: **10**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Tough on crime- neighborhood and downtown safety.

What key skills do you think are needed for the next Police Chief?

Experience.

Any other relevant comments you'd like to share as the City Manager determines next steps?

Police Chief Selection Process Feedback

Submission date: **10 March 2022, 5:48PM**

Receipt number: **11**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

That they address incidents of racial and other hatred with all seriousness (whether or not it is possible to file charges) and never commit any themselves.

What key skills do you think are needed for the next Police Chief?

Rock-solid conviction that the police are public servants and accountable to the constitution and the entire population of those who live, work, shop and worship in the city, especially the most vulnerable.

Outreach to people of color and others who have had reason to complain about the police in the past.

Diplomacy, integrity, an open mind.

Any other relevant comments you'd like to share as the City Manager determines next steps?

African American and Latino/a/e people are unjustly affected at every stage of the criminal justice system. For the same crimes, even those committed at a lower rate in their communities, they are more likely to be arrested, more likely to be held at high bail or held without bail, and more likely to be tried. If tried, they are more likely to be convicted, and they receive longer sentences, and serve more of their time. Our police department can help stop the flow of Black and Latino/a/e people into the criminal justice system, or can make it worse.

I have been appalled to hear from people of color that they are stopped and questioned by police as they pass through Palo Alto. In 18 years of working here, I, a white woman, have never had this experience once.

It is of the utmost importance to me that the police chief address these injustices both by their example and by strictly holding officers to a higher standard.

With gratitude for your service to Palo Alto--

Sincerely,

**Rev. Amy Zucker Morgenstern
Parish Minister, Unitarian Universalist Church of Palo Alto, 505 E. Charleston Rd.**

Police Chief Selection Process Feedback

Submission date: **17 March 2022, 6:18PM**

Receipt number: **12**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

- 1. Mentally ill (probably homeless) people on the streets and allies downtown**
- 2. Mentally ill and also drug abusers or alcoholics on the streets downtown**
- 3. Perhaps creating a different response team of trained police able to deal with the homeless, mentally ill, drug abusers to get them off of the streets in downtown.**
- 4. Hire more female police officers.**

What key skills do you think are needed for the next Police Chief?

**Political acumen to deal with residents.
Look into the training given and make it better.**

Any other relevant comments you'd like to share as the City Manager determines next steps?

Police Chief Selection Process Feedback

Submission date: **18 March 2022, 3:25PM**

Receipt number: **13**

Related form version: **1**

What are your priorities for the Palo Alto Police
Department?

Good service to neighbors

What key skills do you think are needed for the next
Police Chief?

**Has to deal with city councils questions about the
dept**

Any other relevant comments you'd like to share as the
City Manager determines next steps?

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Police Chief Selection Process Feedback

Submission date: **19 March 2022, 10:39AM**

Receipt number: **14**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Public safety and suppression of crime in Palo Alto. Period.

What key skills do you think are needed for the next Police Chief?

Why do you believe that citizens who have little understanding of these skills should be "informing" you and the PAPD about what those skills are? I have confidence that the PAPD is capable of assessing the requisite skills.

Any other relevant comments you'd like to share as the City Manager determines next steps?

A small number of activists routinely disparage the PAPD. They have at various times in the past 2 years called for defunding the police. No one taking that position should have any input whatsoever on the selection of the next police chief.

The next police chief should be selected by the current chief and the upper level officers in the department. The city manager should go along with that decision unless he believes there is a serious problem, in which case he should explain his reservations in a public meeting to the city council.

Police Chief Selection Process Feedback

Submission date: **19 March 2022, 12:31PM**

Receipt number: **15**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Safety, law enforcement, community outreach to communicate Police Dept. purpose and duties to schools and community groups, coordinating with related but non-Police Department issues such as social services, drug-related non-police issues, Carrying out and enforcing the duties of the Palo Alto Police Department as written and bringing up any suggestion for changes to those written directives with the City council, when appropriate.

What key skills do you think are needed for the next Police Chief?

Good Leadership skills, good management skills, knowledge and familiarity with Palo Alto and its' Police Dept.; good public relation skills. good future vision and missions.

Any other relevant comments you'd like to share as the City Manager determines next steps?

When my daughter was in school in Palo Alto the Police Dept. had playing cards that the students were encouraged to "collect" by approaching police officers and requesting a card. My daughter was very reluctant to do so. I helped her on her first one and after that, she felt comfortable approaching a police officer knowing that they were friendly and helpful to her. Little things like that can make a significant improvement in perception of the police in a community.

Police Chief Selection Process Feedback

Submission date: **19 March 2022, 4:55PM**

Receipt number: **16**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Reduce property and personal crime, increase staffing and response times to crimes, take property crimes, such as car break ins and mail theft, burglaries, retail theft, seriously.

What key skills do you think are needed for the next Police Chief?

Be hard on crime, prosecute and prioritize citizen safety, make Palo Alto a safe place to walk and live

Any other relevant comments you'd like to share as the City Manager determines next steps?

Police Chief Selection Process Feedback

Submission date: **24 March 2022, 5:39PM**

Receipt number: **17**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Keeping residential communities safe from the increased rate of (attempted) burglaries and home invasions. Keeping the community safe from uptick of hate crimes or crimes that appear to be racially motivated. Transparency in engaging with the community.

What key skills do you think are needed for the next Police Chief?

Transparency, empathy, ability to work across jurisdictions

Any other relevant comments you'd like to share as the City Manager determines next steps?

The recent spate of robberies, burglaries, and home invasions have left many of us in the community feeling unsafe. We see the reports and the alerts, and very little to no follow up after that. To me, it's unclear if the perps are not being pursued and caught, or lack of communication and transparency afterwards.

Police Chief Selection Process Feedback

Submission date: **24 March 2022, 6:30PM**

Receipt number: **18**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Hire police personnel who do not have a prior history of complaints against them.

Any complaints against a police officer needs to be investigated with full transparency.

Need to be more tough on vehicular/residential burglaries.

More traffic rules enforcement, especially during evening commute times, along roads used by out of towners/visitors (like university ave, embarcedero & oregon ave).

Police presence during school morning drop-offs and afternoons at crucial intersections.

What key skills do you think are needed for the next Police Chief?

Listen to the community.

Any other relevant comments you'd like to share as the City Manager determines next steps?

Police Chief Selection Process Feedback

Submission date: **24 March 2022, 9:06PM**

Receipt number: **19**

Related form version: **1**

What are your priorities for the Palo Alto Police
Department?

Diversity, safety, transparency

What key skills do you think are needed for the next
Police Chief?

**Understanding how to balance protecting the
community with community priorities**

Any other relevant comments you'd like to share as the
City Manager determines next steps?

You should hire Assistant Chief Binder.

Police Chief Selection Process Feedback

Submission date: **25 March 2022, 12:53AM**

Receipt number: **20**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Community Engagement & Public Safety. Involve school families / PTA when considering policies that impact families with grade level students.

What key skills do you think are needed for the next Police Chief?

Less spotlight in headlines; more behind the scenes activities; interdepartmental and interpersonal collaboration.

Any other relevant comments you'd like to share as the City Manager determines next steps?

Would the next Police Chief consider living in our community and raising children/teens or family in Palo Alto.

Police Chief Selection Process Feedback

Submission date: **25 March 2022, 9:11AM**

Receipt number: **21**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

**Decrease recent surge in property and violent crime.
Operate transparently.**

What key skills do you think are needed for the next Police Chief?

Willing to engage with community -- average citizens, not only vocal individuals or groups with a specific agenda.

Any other relevant comments you'd like to share as the City Manager determines next steps?

Police Chief Selection Process Feedback

Submission date: **25 March 2022, 12:57PM**

Receipt number: **22**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

neighborhood safety (too many robberies and stick ups) — community policing and outreach eg education on how to be safe on the streets and in our homes

Bias sensitivity and training in how to recognize and change bias esp implicit bias/blindspots in self and others

Coordination with mental health and youth counseling professionals

In 2020 I watched as a Palo Alto police officer handcuffed a youth at his home. Obviously the youth was struggling . As this unfolded in front of my eyes, I was astounded. Later, the mom told me she and her husband were in disbelief over the police response. There is a better way . A whole new way of policing that does not criminalize is needed.

What key skills do you think are needed for the next Police Chief?

— de-escalation techniques, esp for youth, persons suffering mental issues

— how to remove one's intrinsic bias — recognize and learn and act (yes, it is humbling and requires effort)

— procedures for medical emergencies — stop criminalizing

— actually follow procedures in place, eg wearing body camera

Any other relevant comments you'd like to share as the City Manager determines next steps?

We need a new kind of policing in Palo Alto. We have the opportunity to change and provide leadership to other communities. It will require institutions and bureaucracies to change perspective. It can be done. Let's do it.

Police Chief Selection Process Feedback

Submission date: **27 March 2022, 12:56PM**

Receipt number: **23**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Community policing

What key skills do you think are needed for the next Police Chief?

Interest in the community

Any other relevant comments you'd like to share as the City Manager determines next steps?

I have lived in Palo Alto for over 50 yrs. We used to know our officers; they were approachable; they didn't race around in military-style vehicles. I am very disappointed in what the department has become and hope the new chief will put great emphasis on community policing and less emphasis on showing might.

Police Chief Selection Process Feedback

Submission date: **29 March 2022, 5:44PM**

Receipt number: **24**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Police do much more than preventing and solving crimes. The department serves the community in other ways. When teaching middle school math I asked a police officer to come speak to my students how he used math in his job.

What key skills do you think are needed for the next Police Chief?

Ideally the next Chief would be very familiar with Palo Alto. I am hoping the next Police Chief is selected with in the department.

Any other relevant comments you'd like to share as the City Manager determines next steps?

Police Chief Selection Process Feedback

Submission date: **30 March 2022, 2:37PM**

Receipt number: **25**

Related form version: **1**

What are your priorities for the Palo Alto Police Department?

Community policing, deescalation, training to prevent racial profiling

What key skills do you think are needed for the next Police Chief?

Someone who listens to dissent with an open mind, someone who has completed extensive anti-bias training, someone with experience in community policing

Any other relevant comments you'd like to share as the City Manager determines next steps?

I think it's important to consider the purpose of the police department and hence the Police Chief. How much money are we putting into the department that could be spent on other things especially as people in Palo Alto are also feeling the pain of inflation and continually rising gas prices. As a result of these considerations, selecting the chief should also take into account selecting someone who is going to use tax payer dollars responsibly and meaningfully in a manner that makes EVERYONE (especially BIPOC) who works and lives in Palo Alto feel safe.