

**Police Chief Selection Public Meeting
11-13-06 Library – 12 noon**

Communications Opportunities

- Can we refute some of the misunderstanding created by story about police directives?
- Clarify chain of command
- Option to refuse illegal or inappropriate orders
- Process for solution

Other Issues

- Chain of command, open door concerns
- Be sure to listen to rank and file
- Reporting of Police Chief to City Manager
- Lost trust in Police Department, City Manager, City Government, City Council
- Hiring too early-situation not fixed
- Change agent, do what needs to be done
- Interim, then hire, interview questions shouldn't include racism
- Don't deny or hide racism; deal with it.
- Sue Rhino or Bledsoe
- Print retraction
- Citizens Review Board
- Issues of secret police, unauthorized taping
- Core issue is moving forward, past is past

Structure:

City Manager or Assistant City Manager

1 Chief

1 Deputy Chief

3 Assistant Chiefs

20 Captains

Lieutenants

Qualities

- Lead from the front with field investigation experience
- Not afraid to make unpopular decisions
- Can lead and command
- Maintain discipline
- Reports to City Manager, City Council
- Budget skills
- Direct training program

- Supervise Command staff
- Can transmit their qualifications into running the department
- Can gain the TRUST of the community
- Communicate with employees effectively
- Communicate with the community effectively
- Select proper staff
- Represent P.D. in public relations
- Credentials and skills recognized within law enforcement
- True leader
- Do right thing, not popular thing
- Come from enlisted ranks of the PD
- Select someone from outside the PD (fresh eyes)
- Someone who is committed to staying here at least 5 years
- Outside the department
- Someone who can work with the union, not for the union
- High moral principles
- Can run a diverse department
- Can effectively allocate budget
- Can pick locks
- Committed to community policing
- Chief runs the police department, not the City Manager
- Sensitive to minority (not popular) points of view (not racial)
- Immune from politics of the city (not under political leader)
- Open to an authentic citizens review board

Agency/Department

- Different from other departments
- Recognize people may not like it
- Get back to Chief running department, not City Manager
- Chief should also follow chain of command, be answerable to the City Manager and the public
- Decentralized/in the community
- Response times – need to be shorter
- How we allocate people
- Have adequate staffing
- Community policing – in neighborhoods, talking to people, making connections
- Remove/consider role and rank of Deputy Chief due to potential of conflict about who answers to
- Build and maintain trust/confidence
- Police vehicles, ethics of City paying for repairs that occur off-duty

Qualities we want

- Good listener
- Good mediator
- Be flexible
- Can structure his/her own department (e.g. Deputy Chief)

Don't Want

- Doing favors for family and friends
- Hypocrisy (preaching one thing but doing another)
- Denying racism in the PD
- Engaging in shady activities

**Police Chief Selection Public Meeting
11-13-06 Lindley Park – 6 pm**

What qualities and characteristics do you want to see in our new Police Chief?

- New perspective on issues
- Consistent & fair
- Track record with communities
- Balance urban/rural
- Very current on trends in policing and resources to respond
- Accountability (example: around promotion)
- Management skills
- Integrity
- From out of the area
- Supports the troops
- Involved with communities specifically around drugs
- Stability in force i.e. shifts continuity
- Continued focus on safety i.e. traffic
- Take time to get to know own department & resources
- Great credentials, references/recruit

What kind of Police Department do you want to see under the new Chief?

- Stability/continuity in workforce
- Lots of community involvement (community watch)
- Good morale
- More community police focus (importance of trust in good policing)
- Firmness, fairness and consistency (internal & external)
- Fully staffed
- Integrity
- Accountability (e.g. promotional processes)

Parking Lot

- Rotating shifts issue
- Staff shortage might be recruiting impediment
- Confirming credentials are real
- Does police department staff know about public input meetings? How can we make them aware?

**Police Chief Selection Public Meeting
11-14-06 Barber Park – 6 pm**

What qualities and characteristics would you like to see in our new police chief?

- Places priority on cultural sensitivity for all officers with accountability
- Chief that creates incentives for living in community (shared ownership)
- Good steward of resources – fiscal responsibility (i.e. painting police vehicles)
- Strong “people” manager – role model
- Person capable of handling challenges
- Work as partner with CMO and council – support
- Strong leadership for department
- Recruiter mentality – rallies for adequate staffing
- Works to educate community – transparent
- Honest about mistakes
- Considerate of all socio-economic concerns

Chief Qualities

- Background to deal with current concerns (i.e. shift; consolidation of 911; citizen review board)
- Willing to be open to re-evaluating decisions (flexibility)
- Open to other perspectives, have demonstrated application
- Congruence words & actions
- Multi-cultural competence
- Dignity & sensitivity approach (respect)
- Look for what/who are known entities (internal candidates)

What kind of PD do you want to see under the new chief?

Agency

- Agency that is professional, courteous, shows respect to residents
- Quicker response time
- Cooperative agency with other city departments & supported by City departments
- Sensitive to cultural differences, is monitored continuously
- Caring about the community
- Officers that live in Greensboro community offer incentives to live in city
- Agency to know residents – be familiar with community, officer to stay in area long enough to get to know

Other Issues

- Search community, confirm experience in previous departments. RE: specific issues
- Look at interim chief
- Issue in Glenwood
- Secret Police
- Council needs to attend these meetings
- Thin staffed
- Resources to do the job
- Educational information on priorities (SOP) how system works, why I received slow response
- Home ownership incentives for officers to live in city

**Police Chief Selection Public Meeting
11-16-06 Peeler Recreation – 6 pm**

What qualities & characteristics would you like to see in our new police chief?

Qualities

- Integrity/honesty
- Focuses resources where needed
- Objective point of view
- Culturally competent (not prejudiced)
- Mind-set to adapt to growth of area
- Knowledgeable of police work
- Innovative
- Like charter of current interim chief
- Inclusive
- Interact with all communities
- Not just using as “stepping stone”
- Trustworthy
- Focuses on unifying total staff
- Experienced administrator
- Solution oriented to widespread problems – systemic issues
- Technically savvy (increase of online crime)

What kind of police department do you want to see under the new chief?

Other Issues

Department

- Participate with community
- Trusted leadership
- More presence in community
- Unified staff
- Responsive
- More present in high crime areas; see them by something happens
- More officers on bikes
- Respect for individual rights
- More training in dealing with mental/emotional issues in the public

**Police Chief Selection Public Meeting
11-20-06 Swing Road District 3 – 6 pm**

What kind of Police Department would you like to see under the new Police Chief?

Qualities

- Changed one – see police chief handle it like a business
- Aggressively reduce crime
- Department partners with community support for community & activities
- Improved morale
- Permanent shifts
- Aggressively promotes team within
- Allocate resources where needs are greatest
- Proactive rather than reactive
- Communicate to citizens what is needed (bullet points)
- Say how citizens might assist the department
- Department that supports greater visibility at community level – (i.e. see more people in neighborhood)
- Keep cars in black and white

Other Issues

- Treatment of former Chief Wray
- Response time – has it changed since change in Administration
- SUV's vs. Auto – gas, power of vehicle vs. officers
- Departmental discipline
- Audit vehicles are on the books & how many are really necessary

What qualities & characteristics would you like to see in our new police chief?

Qualities

- Advocacy – has plan to reduce crime
- Build bridge between GPD and community
- Honesty, integrity, trustworthiness
- Can run department, work with council, manager, and City Attorney
- Visionary, can see beyond what is now, project future
- Use resources to equip field officers
- Good steward of resources
- Aggressive in recruiting, work with budget and council
- Interest in reduction/prevention of juvenile crime, early intervention
- Can handle disciplining the department with support of management
- Need street knowledge P.O. – not administrator
- Not a politician
- Good managerial skills budget, building dept
- Know his/her people and their jobs

**Police Chief Selection Public Meeting
11-29-06 Lewis Recreation Center – 6:30 pm**

What qualities & characteristics would you like to see in our new police chief?

- Open, no secrets
- Lets you know what's going on
- Can administer policy consistently, always and without exception
- Integrity
- Outstanding professional qualifications; recognized by peers as being above and beyond
- High level of education, command presence, leadership qualities, fiscal skills, police sciences
- Can stand on his/her own, not suck up to the boss, no B.S.
- Little bit of George Patton
- History of commanding the respect of his officers
- Retiring provost Marshall from the military (would like us to consider this approach)
- Highest standards – morals, way of life
- Be a role model

What kind of Police Department would you like to see under the new Police Chief?

- More integrity and discipline
- A strong command structure
- National accreditation; we are the envy of other cities our size
- Steps to address “dirty cops”
- Department free of discrimination or claims of discrimination
- Adequate resources (personnel, materials, training)
- Teamwork in the department
- High moral standards for all in department (role models)

Other Issues

- Where does the chief's authority stop?
- How hard is it to get rid of a “dirty cop”?
- Is non-discrimination addressed in city policy?