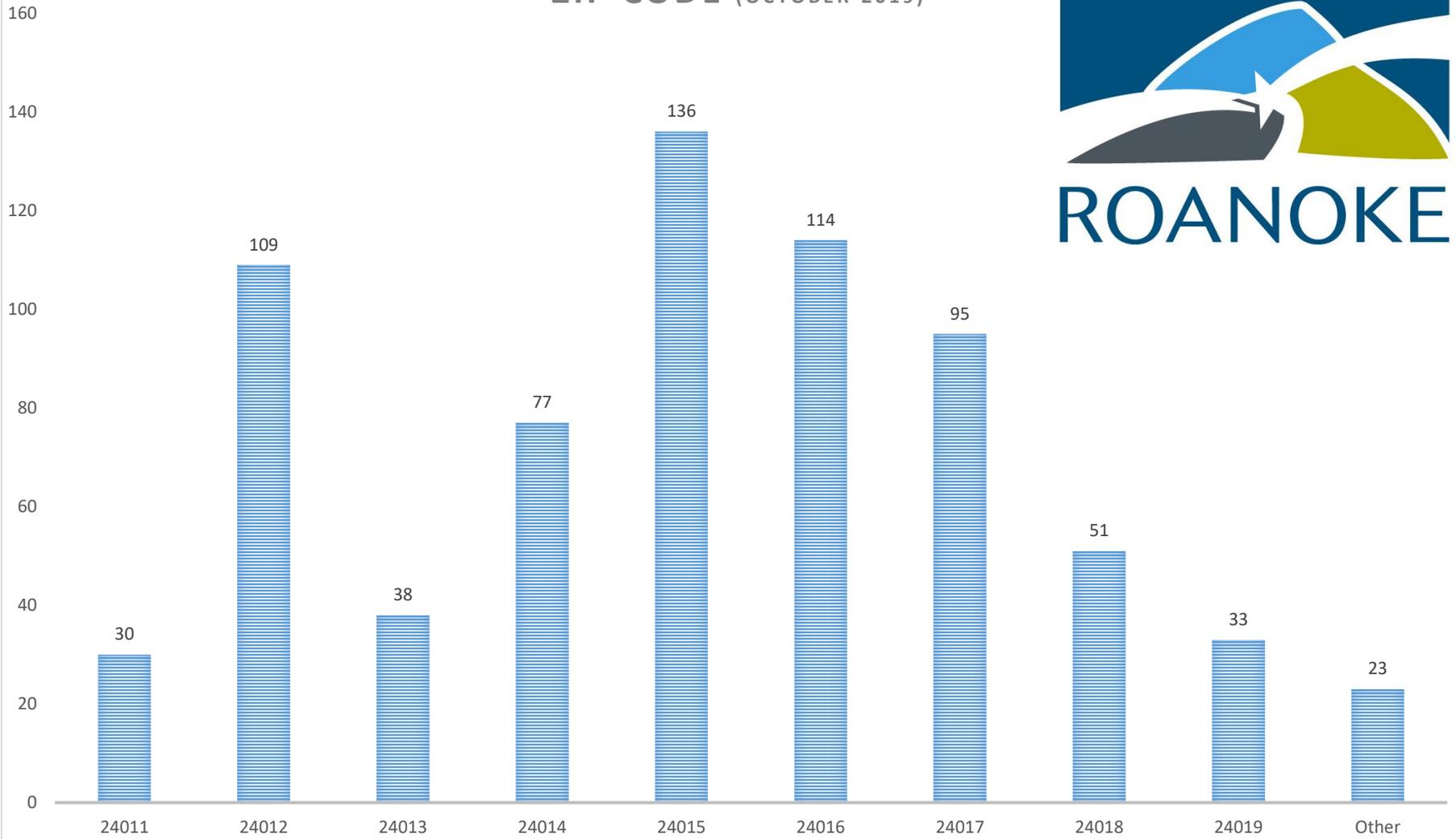
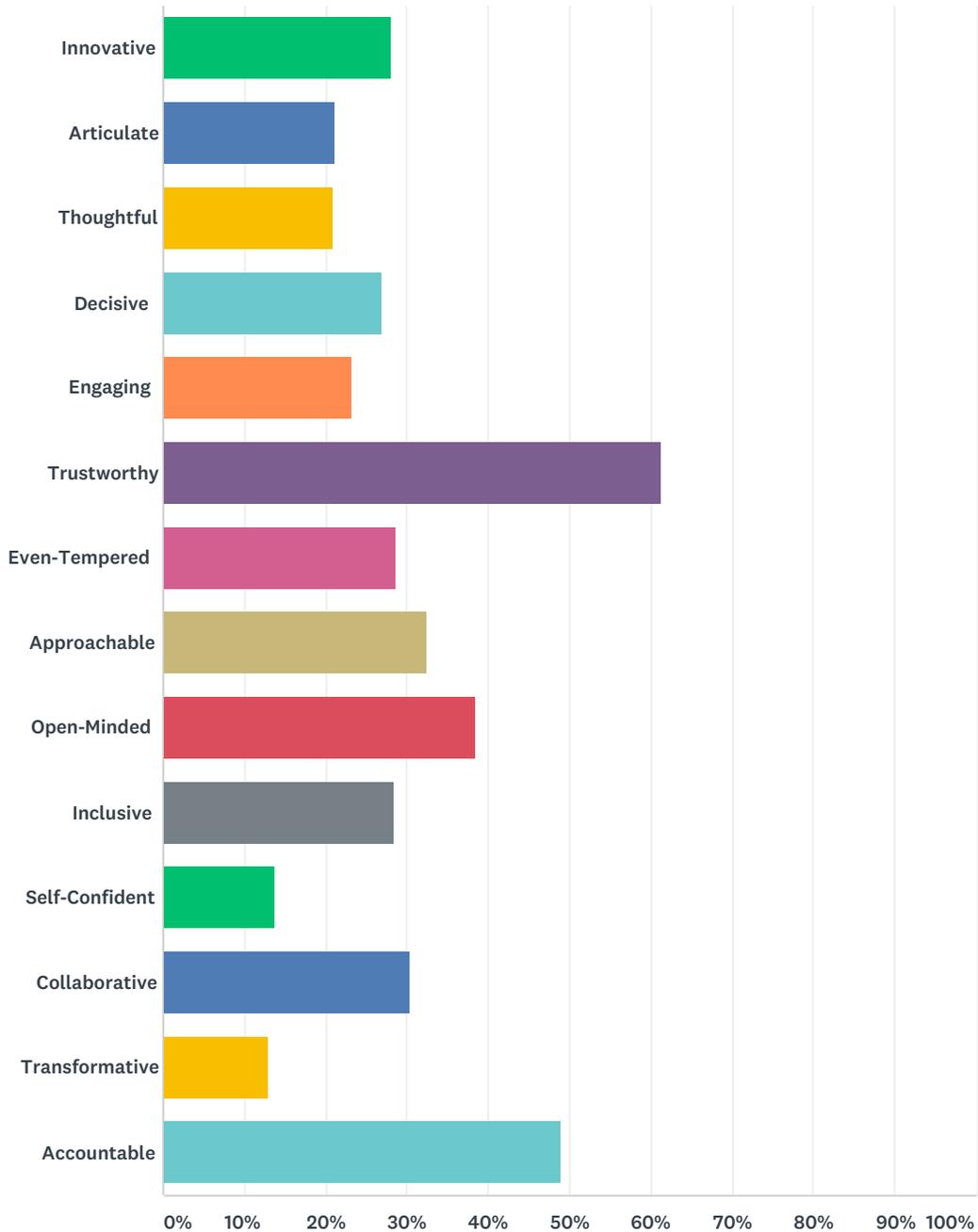


# POLICE CHIEF SURVEY RESPONSES BY ZIP CODE (OCTOBER 2019)



## Q2 What characteristics do you believe are essential that our next Police Chief possess? (Choose up to three)

Answered: 700 Skipped: 7



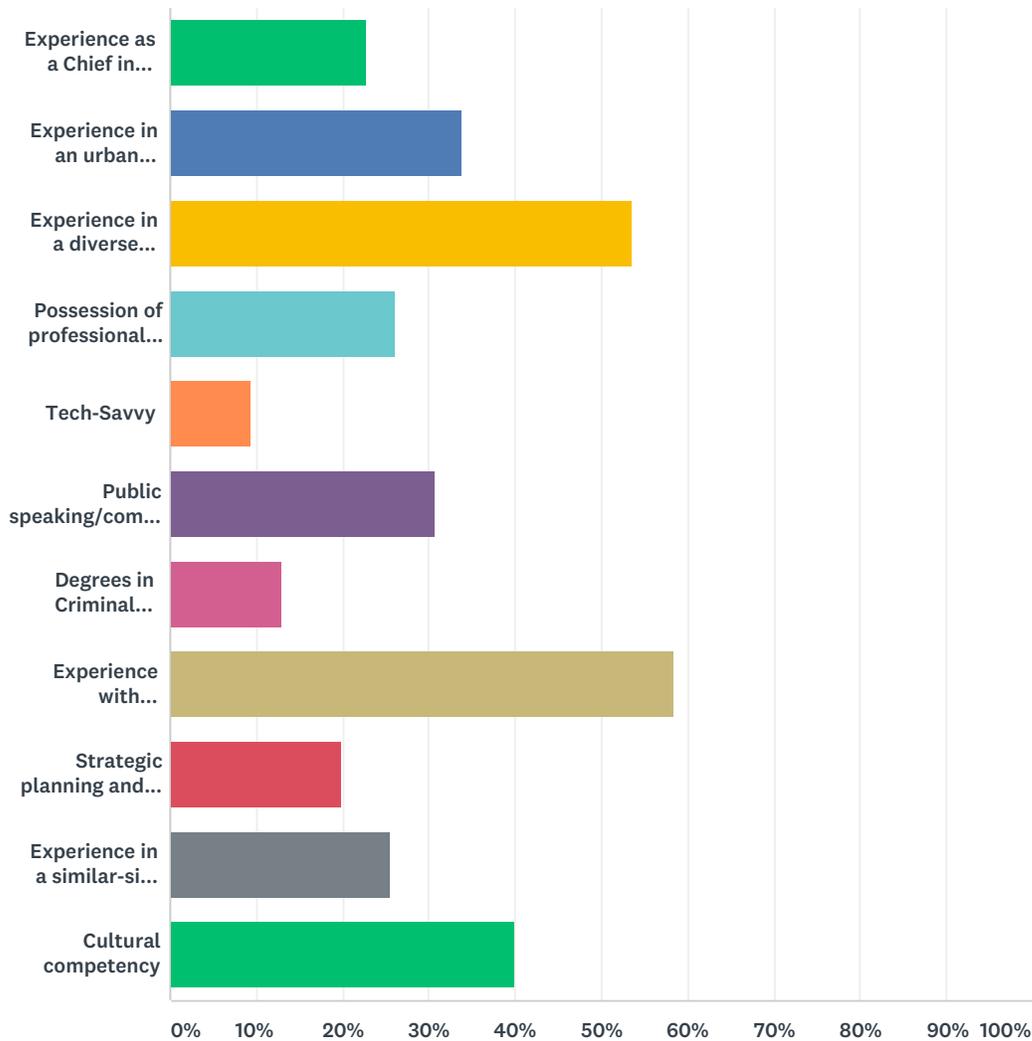
ANSWER CHOICES	RESPONSES
Innovative	28.00% 196
Articulate	21.14% 148
Thoughtful	21.00% 147
Decisive	27.00% 189

## Roanoke City Police Chief Recruitment

Engaging	23.14%	162
Trustworthy	61.29%	429
Even-Tempered	28.71%	201
Approachable	32.43%	227
Open-Minded	38.43%	269
Inclusive	28.43%	199
Self-Confident	13.71%	96
Collaborative	30.43%	213
Transformative	13.00%	91
Accountable	49.00%	343
Total Respondents: 700		

### Q3 What qualifications do you believe are essential for our next Police Chief? (Choose up to three)

Answered: 697 Skipped: 10



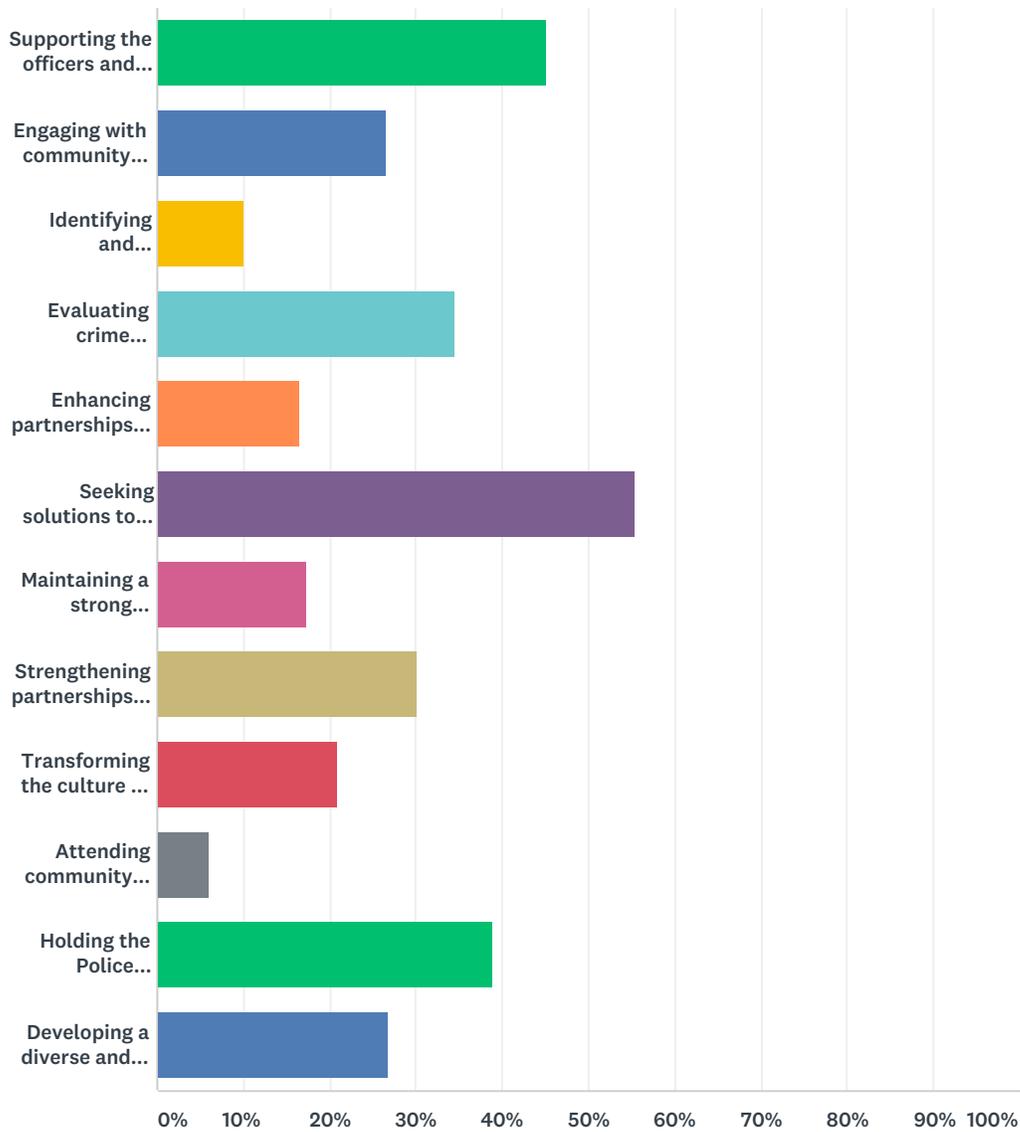
ANSWER CHOICES	RESPONSES
Experience as a Chief in another jurisdiction	22.81% 159
Experience in an urban community	33.86% 236
Experience in a diverse community	53.52% 373
Possession of professional credentials (FBI National Academy, and the Senior Management Institute for Police Executives, etc)	26.11% 182
Tech-Savvy	9.33% 65
Public speaking/communications skills	30.70% 214
Degrees in Criminal Science or similar	12.91% 90
Experience with community-oriented policing	58.39% 407

## Roanoke City Police Chief Recruitment

Strategic planning and budgeting experience	19.80%	138
Experience in a similar-sized police department	25.54%	178
Cultural competency	40.03%	279
Total Respondents: 697		

## Q4 The three most important actions the new Chief needs to focus on? (Choose up to three)

Answered: 700 Skipped: 7



ANSWER CHOICES	RESPONSES	
Supporting the officers and other personnel that work for the Police Department	45.29%	317
Engaging with community members	26.57%	186
Identifying and implementing organizational strategies	10.00%	70
Evaluating crime statistics and crafting appropriate responses	34.43%	241
Enhancing partnerships with other city departments and other law enforcement agencies	16.43%	115
Seeking solutions to the underlying causes of criminal activities	55.43%	388
Maintaining a strong leadership/command staff	17.43%	122

## Roanoke City Police Chief Recruitment

Strengthening partnerships with neighborhood and other local groups	30.14%	211
Transforming the culture of local policing	20.86%	146
Attending community events	6.14%	43
Holding the Police Department accountable for actions and outcomes	39.00%	273
Developing a diverse and inclusive police force	26.71%	187
Total Respondents: 700		

## Roanoke City Police Chief Recruitment

# Q5 What else is important to consider as we look for a new Police Chief?

Answered: 519   Skipped: 188

#	RESPONSES	DATE
1	may want to hire someone to know the community and is well respected.. Sam Roman is that person	10/11/2019 10:06 AM
2	kind caring person that wants to help better the community as Roanoke is becoming a danger place to live. Sam Roman as candidate	10/11/2019 7:32 AM
3	SAM ROMAN FOR HIRE	10/11/2019 6:35 AM
4	A critical thinker	10/10/2019 7:27 PM
5	Roanoke obviously has an issue with retention and paying their officers appropriately compared to departments similar in size. A Chief with a proven track record of improving hiring and retention would be a huge plus!	10/10/2019 7:04 PM
6	Police Department use of city properties	10/10/2019 6:52 PM
7	Strong. Independant.	10/10/2019 6:33 PM
8	Humility, willingness to listen and Learn, compassion	10/10/2019 4:23 PM
9	Integrity, sound judgement, firm but fair.	10/10/2019 3:57 PM
10	Enforcing the laws and helping with downtown problems is a must. In the downtown area we have seen a large increase in threatening behavior, harassment of paying customers, and activities that are not welcoming for families and visitors. It is essential that the next chief attack these issues as Downtown Roanoke needs to remain the heart of economic activities in the city and region. If there is not active community policing in downtown we will continue to lose revenue.	10/10/2019 9:13 AM
11	someone who understands violence against women, how misogyny drives violence, and the link between domestic violence and gun violence	10/10/2019 6:48 AM
12	Engaging with communities to combat specific issues that negatively affect communities, such as gang violence, drug abuse and domestic violence.	10/10/2019 3:28 AM
13	We definitely need someone who is not going to be subject to the pressures of liberal media and the collective groups in the Roanoke area who try to undermine the effectiveness of the police force.	10/10/2019 2:38 AM
14	No history of racism, gender bias, homophobia, Islamaphobia	10/9/2019 7:36 PM
15	Emphasis on fairness and equity. Positive police presence in lower socioeconomic neighborhoods.	10/9/2019 5:51 PM
16	Someone who doesn't blame the victims of crimes (i.e. sexual assault). Someone who holds officers accountable for their actions and wrong-doings or mistakes because they DO happen.	10/9/2019 5:41 PM
17	Engaging with population health initiatives, exploring innovative solutions to gun violence and controlled substance (ab)use in the community.	10/9/2019 4:25 PM
18	Must lower crime!	10/9/2019 4:15 PM
19	A creative thinker that is willing to go outside the "this is how we do it" idea of a police department.	10/9/2019 10:08 AM
20	Someone who is responsive to the needs of the community and and isn't inclined to being defensive.	10/9/2019 9:40 AM
21	The Police Chief must gain and hold the public trust: public safety is not just about crime statistics, its also about community perception. I want a Police Chief who looks first to evidence and best practices from field experts and uses that expertise to craft a culture of public safety: one where we don't demand that the most vulnerable and victimized be responsible for their own safety, wether they be children exposed to firearms or women harassed or sexually assaulted, but a culture where everyone knows it's our job not to create such dangerous situations in the first place.	10/9/2019 8:57 AM

## Roanoke City Police Chief Recruitment

22	Integrity. I cannot express enough how important it is to have a chief that will look to the best interest of the men and women that serve the community as police officers. In a world looking to placate the masses for their own political advancement, I find it vital to have someone willing to stand for what is right, and what will protect those that put their lives on the line to protect us.	10/9/2019 7:34 AM
23	Experience in a large, diverse city	10/9/2019 7:01 AM
24	It is important that the new Chief be able to implement an innovative model of law enforcement. Crime in Roanoke is the same type of criminal activity that occurs in larger urban areas and our Police Department needs leadership that is capable of instituting an updated approach that incorporates technology and the latest in crime prevention strategies. The new chief should be innovative and collaborative with community partners to prevent Roanoke from becoming another Baltimore. With Carilion being a new driving force in its economy, Roanoke should strive to maintain a safe, secure environment that is conducive to attracting newcomers to the area and promote growth.	10/9/2019 6:35 AM
25	Pick someone from outside that has never worked for the Roanoke Police Department	10/9/2019 6:02 AM
26	taking care of the police officers themselves...realizing that they are the best asset and the backbone to the department.	10/9/2019 5:51 AM
27	Demand high ethical standards and be tough with those who aren't.	10/9/2019 5:11 AM
28	Someone who will focus on actual crime in the community rather than petty issues such as traffic stops, etc. There are many police officers in the city but crime rates don't seem to be improving.	10/9/2019 4:46 AM
29	The police are in place to enforce the laws and should not have to be concerned with inclusion, diversity, etc. The primary concern of the chief of police should be a reduction of crime and criminal activity.	10/9/2019 2:37 AM
30	We need a more diverse police dept. I believe we need more cultural training and a dept. that represents the racial makeup of the city. Also, we don't hear of things that the police dept. is doing on a regular basis. Thank you.	10/8/2019 9:41 PM
31	A person that cares for all people. A person that this career is for the long haul and committed to his staff and city. A person that is respectful to all. A person that understands the different dynamics of the city.	10/8/2019 7:28 PM
32	Should be a Constitutionalist, not a bizarre, radicalized, reality from an opposite universe woke nut.	10/8/2019 4:58 PM
33	Doesn't turn their back on the officers just to please politicians	10/8/2019 4:53 PM
34	That the candidate understand the importance of being committed to the job as well as the people within the communities. Meaning , people are not always going to agree with the decisions that are made by law enforcement but as long as decisions are made in the best interest of the city and the people in this city, the people will respect his / her authority and the decisions made.	10/8/2019 4:40 PM
35	The new Police Chief needs to support those in need of mental health treatment. We all must work together to ensure that these individuals get the treatment they need and are kept safe while waiting for that. This would in turn keep the community safer as well.	10/8/2019 4:31 PM
36	Ability to work with every type of person	10/8/2019 4:21 PM
37	From city pd or have worked for city pd	10/8/2019 4:04 PM
38	a Chief of Police should most importantly be willing to create a culture within the department and the city that embraces change and has a willingness to do the right thing, all the time.	10/8/2019 4:02 PM
39	Someone who has is familiar with the Roanoke Police Department, someone who is ethical and compassionate, someone who has a formal education, someone who can multitask and effectively communicate	10/8/2019 3:46 PM
40	Mac Westland who ran for sheriff has military experience. See if might be interested in applying for the job. . ☹️13 murders this year is very frightening as some are unsolved.	10/8/2019 3:37 PM
41	Someone willing to work with Mental Health issues.	10/8/2019 3:07 PM
42	Would like to have more compassionate and law abiding response to calls involving persons in mental health crisis	10/8/2019 3:03 PM

## Roanoke City Police Chief Recruitment

43	The person for the job would need to be someone with a strong background in law enforcement but that is not scared to try something new. Even the professionals admit that they don't have it right every single time and new approaches to resolve whatever the problem, must be taken. No more "good ol boys," slowing down the progression of forward thinking!	10/8/2019 2:40 PM
44	Creating a culture that follows the code in regards to mental health crisis. Open to working collaboratively with the Other LEO in the valley, especially the city Sheriff!	10/8/2019 2:26 PM
45	Roanoke City's next police chief should be visible, respectful of differences at their core, a proven and innovative leader of a diverse police force and a collaborator.	10/8/2019 1:20 PM
46	Ability to create confidence in the rank and file officers that they will be supported and that policies will be adopted that will address the issues facing effective and good police efforts.	10/8/2019 1:06 PM
47	Roanoke City needs a police chief that is more involved in the community and transparent. Building relationships, along with the police officers, with our neighborhoods is extremely important. People seem either scared or completely disrespectful towards RCPD. That needs to end. A good community/police relationship can enhance and build up our city and get crime numbers to go down.	10/8/2019 12:55 PM
48	I think a good police chief would go out onto big calls and overlook the incident and, if needed, take command of it.	10/8/2019 12:45 PM
49	Internal promotion is preferential.	10/8/2019 12:10 PM
50	Someone who is tough and will not cave to pressure....from higher ups or community. Have strong beliefs and stay with them.	10/8/2019 12:00 PM
51	Formal criminal justice education; community organizing is not a qualification for a leader of this kind.	10/8/2019 11:52 AM
52	The Chief of police should work well with others from different disciplines beyond law enforcement to ensure that our community thrives in safety as well as culturally.	10/8/2019 11:36 AM
53	We Need Someone Strong Enough to Take the Bull by the Horns and Lead. When you hear their Name you know their Goals for the City.	10/8/2019 11:23 AM
54	A person who sees selection as a Chief of Police a permanent job, not a stepping stone to another position	10/8/2019 11:15 AM
55	Although a Police Chief has to make tough decisions, the Chief needs to be balanced in the way those decisions are put forward, discussed, and talked about. Thoughtful, engaging listening, as well as, speaking, whether to a crowd, the media, or small groups, rather than using platitudes, excuses, or bullying behavior, is what Roanoke needs. Cultivate understanding, not revengeful responses, please.	10/8/2019 11:14 AM
56	Focus on crime. It has gotten so bad I do not feel safe walking my dog at night. My fear stems from recent activity of of walkers and bikers being killed no one stops some are unsolved. Also the recent gang activity afraid that someone may dare a person to just kill a stranger out of spite. I would like to walk in my neighborhood when ever I would like. The young people need to get a life and stop all he violence	10/8/2019 10:41 AM
57	someone who is willing to listen to suggestions from the community that they serve	10/8/2019 10:25 AM
58	Chief Sam Roman from Buena Vista	10/8/2019 10:18 AM
59	Someone who will stand up to pressures from City Council to be politically correct all the time and will be honest with all citizens about crime in our city	10/8/2019 10:14 AM
60	Hire a man that can get the job done. Without criticism or racism. But with a open mind	10/8/2019 9:34 AM
61	Strong leadership and positive role model. Willingly listen to street officers and detectives. No to fold to the media before hearing the complete circumstance. Someone not among the Roanoke Department so there is a equal and unbiased relationship between him or her and the staff. I am a retired police department employee and I have witnessed the problems from hiring within the department. They need a new perspective	10/8/2019 9:13 AM
62	Someone with experience with urban gun vidence	10/8/2019 8:51 AM
63	Understanding of basic mental health and substance abuse, and how it affects our area. How the police department can deescalate situations by treating people who suffer with these issues with a humanistic approach.	10/8/2019 8:49 AM

## Roanoke City Police Chief Recruitment

64	Being hands on and involved in the community. Looking at the bigger picture of it all.	10/8/2019 8:49 AM
65	Focus on reducing crime through prevention and response	10/8/2019 8:37 AM
66	It is important to find someone who is not going to blame the victim of any crime as it being their fault. The community needs someone who is going to find a way to put a stop to people who want to act out at the local clubs here in Roanoke, as that seems to be the constant issue. We need a Chief who will get the police department under control with police killing unarmed citizens because that really needs to stop. We need a chief who understands the value of a persons life the same as their own families life. Someone who makes sure the city is safe and makes sure their officers don't take their frustrations out on citizens. Many cops who are stuck on traffic duty are mad because they are and take it out on citizens because they hate their job or because they are crooked cops. Please find someone who will bring order to not just the city of Roanoke but also the police department as well.	10/8/2019 8:37 AM
67	A sensitivity toward women and minorities is critical. Let's find someone who gets it.	10/8/2019 8:28 AM
68	Not afraid to step on toes to get crime diminished. Gets to the root of gangs and drugs and gets rid of the lowlifes.	10/8/2019 8:12 AM
69	To allow the police chief to speak his opinion and stand up for what is right instead of being quite and not standing up for what is right in our community. Regardless of color, if you commit a crime, you should be held accountable. A chief who can take over Roanoke and realize that we do have an issue of racism and to help the community understand that everything that happens, isn't because you are black. Regardless of your color, you should be held accountable of yourself actions. I hate to see the chief leave because he stood up for what was right and realized we have a big issue that eventually, racism will control Roanoke. No wonder people move to other areas.	10/8/2019 8:00 AM
70	Nobody for police chief. Abolish police and prisons. Invest in meeting peoples' needs!	10/8/2019 7:43 AM
71	Political non bias	10/8/2019 7:41 AM
72	We need someone to act on the increasing crime.	10/8/2019 7:35 AM
73	Competency	10/8/2019 7:31 AM
74	Someone who is not going to skirt around the violent crime/gang activity in Roanoke. No pansies.	10/8/2019 7:30 AM
75	Transformative justice approach would be appreciated, as well as the ability to advocate for current officers and better hiring practices	10/8/2019 7:27 AM
76	Someone with experience on ways to curb gang-related and gun violence.	10/8/2019 7:16 AM
77	The first night I lived in Roanoke the license plates were stolen off my car. I was told that that such an incident did not warrant an officer coming to my home. Two months later both my bicycles were cut off my front porch and stolen. I was also told this was not a significant enough crime to warrant an officer coming out to take a report. None of my stolen property has ever been recovered. Last year there was a shooting my neighborhood (that I moved into after purchasing my first home, in the city of roanoke). The street was filled with cops and they were blocking our driveway to come home. We asked what was going on and were told very rudely that if we weren't home at 3:30 pm it didn't matter and to stay out of there way. Roanoke Police seem to have very little time for me or my issues. When there has been violence in my neighborhood the police department has been very hostile and unhelpful. My trust in this Police Department is very low. I do not trust the police to listen to my problems or take crimes done to me seriously. You have serious work to do, not just with a new chief, but overall.	10/8/2019 7:16 AM
78	open minded. experience in a similar environment as roanoke city NO ONE WHO IS CURRENTLY EMPLOYED OR WHO HAS EVER BEEN EMPLOYED BY ROANOKE CITY, ROANOKE COUNTY OR SALEM SHOULD BE CHOSEN OR CONSIDERED.	10/8/2019 7:05 AM

## Roanoke City Police Chief Recruitment

79	Someone who will hold all the wanna be thugs accountable. Someone who will take all the gun violence head on and not be afraid of it. Everyone wants to think crime dose t happen in Roanoke but it does and it is bad! It gets brushed under the rug and their continues to be a trend of violence that is only beginning. Even if they catch the people or persons who committee these crimes it never holds up in court because no one will testify. Their needs to be more technology in the crime areas a that can record where most of the crimes are happening. Strengthen the relationships with the people of low income and where this happens so they will speak up. This town has more issue and violence way more than it should have. If you flood the streets with police and under cover agents for multiple years which take money and resources you might bracket to find all the real players and who they follow and what states they come from and work with. Confidential informants are only getting you so far. They make it to court and get thrown out. Just like Marcus who just got off. Stop beating around the bush and handle it. Who cares about an image that it looks like with police. Right now the image is shoot guns and hard drugs and you won't get caught or prosecuted. It's been a growing issue for over 10 years and it is getting worse and every other day or every weekend it happens. Go to bigger cities and see how they handle it.	10/8/2019 6:58 AM
80	He or she must be Pro Second Amendment and support all items in the Bill of Rights.	10/8/2019 6:55 AM
81	That he or she not be bullied by any particular group because they want it their way or no way . Unable to be bought or bullied.	10/8/2019 6:53 AM
82	They will have to work hard to repair the image of the position in the community. People aren't trusting of the police in my neighborhood, there is an actual fear, even if it's not substantiated by facts. The new chief should come out into the neighborhoods if possible, and meet people, lots of people... go the local community groups, go to the places where people gather etc. maybe show they are accessible if people want to discuss problems in their area or town that maybe they would be afraid to speak of in other forums. Maybe one that is familiar with different cultures and religions and even special needs... our community is ever changing...	10/8/2019 6:33 AM
83	Clean up drug and gun violence in Roanoke. Increase staff to enforce laws that currently get ignored, noise, litter, driving violations, etc.	10/8/2019 6:12 AM
84	Stop the corruption. Roanoke has some of the most corrupt cops I've ever seen. They use excessive force way too much and set people up to be searched illegally. My car was searched for marijuana after an officer approached my car smelling like marijuana himself. They found nothing as there has never once been marijuana in my car, but I'm 100% sure it was in their pocket that day. Stop the police from taking part in criminal activity WHILE ON DUTY. That's what's police chiefs needs to do, straighten these crooks out.	10/8/2019 5:52 AM
85	Seriously, where are the options for getting someone thats going to focus on actually clamping down on these idiots shooting up the city on a weekly basis	10/8/2019 5:45 AM
86	He/she needs to be ethical.	10/8/2019 5:37 AM
87	Someone who will work with all community members and groups and look deeply into who the people of Roanoke City are and what problems they're dealing with. They should also look for the strengths of the city and seek to celebrate and use those things for good.	10/8/2019 5:36 AM
88	Someone who is not afraid to speak and act beyond the politics. Law enforcement is not a people pleasing position. Hire a leader, someone that has the ability to both defend his department and hold them accountable, while defending and holding accountable his citizens	10/8/2019 4:56 AM
89	That you don't force him/her out because a couple of activists from out of state got angry because he gave reasonable advise.	10/8/2019 4:50 AM
90	The new police chief should lead the police department. He/She can certainly work with community leaders to improve the environment of our city.	10/8/2019 4:50 AM
91	One that is given a subpoena from a lawyer In a case to help a defendant he will give that n not just reject it automatically.	10/8/2019 4:48 AM
92	The department is understaffed because officers leave. When you move people up in leadership because of relationships and continuing ed, who do not have the gift of leadership (which is needed to support one of the most stressful jobs in our community) officers leave, our city is underserved and criminals thrive. Phone calls are not returned, crime is not investigated, leaders in the department spend their time yelling at officers and not supporting. It's cyclical. We need a chief who develops a force of staff who are respected and who recognize the sacrifices being made in an underpaid and unappreciated, overworked field. Having a fully staffed PD will make all the difference!	10/8/2019 4:37 AM

## Roanoke City Police Chief Recruitment

93	Going after more dangerous drugs and not waisting our tax money chasing "potheads"	10/8/2019 4:33 AM
94	A Police Chief that thinks a police force should have a more educated police force. Policemen who are experienced with diverse communities and are culturally sensitive. The more educated a police force, the more likely to have candidates with these qualifications. Be an advocate for police training on how to interact with an individual known to have mental illness. Must advocate for better pay. Is training done on implicit bias. Does he or she have quantitative experience showing he/or she has what it needs to bring all communities together? Be innovate. Be willing to listen to others. What are there ideas on clearing crimes? Particularly unsolved murder cases. What are there experiences or accomplishments in bringing trust to communities which they need to clesr some of these cases? Most important have a thirst to bring positive change to the communities of Roanoke City.	10/8/2019 4:24 AM
95	No moral lecturing and finger-wagging. No mindless "thin blue line" closing of ranks and holding the police service as more important/above the citizenry.	10/8/2019 4:13 AM
96	More highly trained black leadership to change bias toward black men	10/8/2019 4:11 AM
97	Everything	10/8/2019 3:39 AM
98	Someone who wants to bring city police to be there best. We need better response times. To many terrible things have happened.	10/8/2019 3:31 AM
99	On the job experience in a similar position.	10/8/2019 3:18 AM
100	You people cannot handle the "truth!" You have an excellent Police Chief and have not listened to his precise instructions on how to stop the violence in Roanoke. Your failed leadership has not cooperated with the Officers of the Roanoke Police Department! Hitting the streets with aggressive policing is the only way to stop the violence in our city! Until you are ready to embrace aggressive policing the violence will not stop!	10/8/2019 3:16 AM
101	Even though you want to provide the opportunity for upper mobility within an organization, I believe the next chief should come from outside the department. Outside the department can bring new and fresher ideas while eliminating past knowledge of officers and staff.	10/8/2019 3:06 AM
102	Effective recruiting and hiring practices.	10/8/2019 2:59 AM
103	He or she needs to be a true leader, and support the officers' decisions.	10/8/2019 2:21 AM
104	Adheres to the oath of office and supports our Constitutional Laws especially the 2nd Amendment	10/8/2019 2:19 AM
105	Not afraid to engage all levels of staff in implementing process improvements throughout department.	10/8/2019 2:10 AM
106	The importance of local and/or internal candidates should not be overlooked. Such candidates possess knowledge and understanding of the challenges faced throughout Southwest Virginia and our local area.	10/8/2019 1:49 AM
107	He/She needs the strength and skills to hold the community accountable for its own law and order. A strong presence represented across our diverse neighborhoods.	10/8/2019 1:38 AM
108	Someone who has served in the area for long period as a officer. Someone who puts the law above politics. Someone who is tough on crime and puts more cops on patrol. A family man with integrity.	10/8/2019 12:59 AM
109	To inform officers that using someone as bait to do their own job an putting ones family at risk is very disrespectful.	10/7/2019 11:31 PM
110	Give a African American a chance! Police Chief Roman	10/7/2019 9:09 PM
111	Someone who understands that the cause of rape is rapists, not what women's behavior, outfits, or alcohol consumption. It's hard to believe that Roanoke police take sexual assault seriously as a crime when the chief openly endorses antiquated, misogynistic views about rape.	10/7/2019 8:40 PM
112	A compassionate and caring person that will help our city to grow and encourage more jobs!	10/7/2019 7:37 PM
113	Work with other agencies to fight crime, County, City, state, sheriff, ICE,... there should be no... "City line stops here," I would rather have one Authority for city and county.	10/7/2019 7:20 PM
114	We need to give each each section of the city equal representation	10/7/2019 7:20 PM
115	Not a politically motivated	10/7/2019 7:16 PM

## Roanoke City Police Chief Recruitment

116	Level headed, not a hot head, someone who commands respect with respect for others. Putting more officers in high crime areas.	10/7/2019 7:15 PM
117	Maybe consider someone within our own community that will know how Roanoke has worsened over the past few years.	10/7/2019 7:15 PM
118	Networking with other jurisdictions to learn about trends in criminal justice and maintaining regular, transparent outreach to/with all city sectors.	10/7/2019 7:11 PM
119	Support their officers. Go after the crimes.	10/7/2019 7:09 PM
120	A view toward future community relations	10/7/2019 7:08 PM
121	Professional and follows accepted police procedures	10/7/2019 7:07 PM
122	Being openly honest with the community and share all info regarding crimes in not only Roanoke city but also Salem and Vinton	10/7/2019 6:11 PM
123	no sanctuary cities, blame the ones causing the problems, harsher penalties for crimes, do something with the commonwealths attorney to actually penalize criminals	10/7/2019 2:39 PM
124	No sanctuary cities, blame the right people the ones doing the problems. No liberal policing. Make a STRONG department with good people.	10/7/2019 2:38 PM
125	Someone who will get to know the community, build relationships and work on ways to decrease criminal activity. This includes CWA Office collaboration to ensure justice. This also includes a focus on juveniles who are often groomed into criminal affiliations and part of our current gun violence and drug/gun activity.	10/7/2019 2:33 PM
126	Promote from within the Roanoke Police Department. A chief who will support his personnel.	10/7/2019 2:32 PM
127	A chief like we have now. From Roanoke went to Roanoke schools. Give them more manpower to do their job. Stop separating Roanoke into groups.	10/7/2019 2:28 PM
128	addressing and resolving the gang issue and gun related crimes	10/7/2019 2:24 PM
129	How the new chief will effect the retention of current officers	10/7/2019 1:39 PM
130	Work with local health care systems to develop a life-saving, harm-reduction approach to the drug abuse crisis. (The "war" on drugs hasn't worked; let's find something that will.)	10/7/2019 1:17 PM
131	Younger age (45ish - 55 ish)	10/7/2019 1:00 PM
132	Uphold the 2nd amendment in the roanoke valley	10/7/2019 12:53 PM
133	I know it's a lot to ask, but it'd be great if they weren't a racist.	10/7/2019 12:15 PM
134	That we have someone who not only upholds the law but requires his officers do the same. Unfortunately far too often officers will overstep their boundaries and violate people's rights due to the simple reason they're told to and will do anything they're told. Officers need to be better informed and trained and something must be done about the activities downtown. Far too many shootings and alcoholic festivals have led to many incidents and arrests with no new steps taken to prevent such occurrences.	10/7/2019 11:01 AM
135	A person who has lived in the city for over ten years or more!	10/7/2019 10:54 AM
136	Not racist, not sexist, not homophobic, not trigger happy and can admit when they are wrong	10/7/2019 10:37 AM
137	Would prefer someone with a background in sensitive crime. No more victim blaming.	10/7/2019 10:36 AM
138	Previous accomplishments in terms of cases solved. Not only in education or certifications. Experiences in communities similar and more diverse than Roanoke. Must be able to hold other officers and themself accountable. Testing all rape kits.	10/7/2019 10:36 AM
139	Accountability. Trustworthiness. Open mind.	10/7/2019 10:33 AM
140	Simple really, focus on Law Enforcement. It in not the job of the local Police force to be baby sitters, fathers to the community as well as social workers. Their job is to enforce laws and hopefully cut down on the crime. I think we as a society have gotten away with that and it has blossomed into something entirely different. The department can be engaging with the community but that should never be their primary focus.	10/7/2019 8:37 AM

## Roanoke City Police Chief Recruitment

141	Let's face it - currently your policing tactics are failing. You need to stop trying to turn narcotic dealers into informants and releasing them onto the streets to continue dealing. Arrest them and prosecute them. If you need some examples, just ask your community. Stop prosecuting low level marijuana possession and you will free up the courts and your resources to actually get things moving. You need to get the coke, meth, heroin, and pills off the streets - and with that the guns will go. Start actively engaging with the community that you've helped to break and you may just help to piece it together. Crime is only going to increase as jobs continue to leave our community, it is up to you to get ahead of the wave.	10/7/2019 8:22 AM
142	Someone who respects women.	10/7/2019 7:11 AM
143	A Police Chief that understands the issues and problems of the two most problematic neighborhoods in the city. One that respects the effort of an outspoken critic instead of targeting for harassment and retaliation. One that understands the "Broken Window theory we learned from the Police but the Police Officers themselves don't have a clue as to what that means. One that would have officers enforce basic neighborhood traffic violations that contribute to problems in N.W. and S.E. That every Police car and officer would be required to carry a ticket book in their vehicle. The Police Dept. and the city should work with its critics instead of shunning them. And above all, THE NEXT CHIEF SHOULD COME FROM OUTSIDE THE CITY AND EVEN OUTSIDE THE STATE.	10/7/2019 7:00 AM
144	The new Police Chief must be available to concerned citizens and should implement a community-based strategy that connects officers with neighbors. Foot patrol, shaking hands, etc.	10/7/2019 6:41 AM
145	Someone who recognizes the importance of partnering with local community-based non-profits and community-based advocates (e.g. SARA Roanoke, TAP Domestic Violence Services, and Salvation Army Turning Point) that are working to support victims, hold perpetrators accountable, and eliminate sexual and domestic violence.	10/7/2019 6:03 AM
146	As this city continues to expand, we need to have a Police Chief that is ready to push openness and acceptance towards all people regardless of their race, gender expression, or sexuality. They need to be ready to learn how our society is changing and implement understanding and respect of such changes to those who they will lead. They must also be ready to hold those officers accountable who are unable to accept or respect the people that they are supposed to serve.	10/7/2019 5:46 AM
147	The homeless population needs to be addressed. The City is being overrun by people who do not contribute to our community. They are hampering business downtown and outnumbering hard working citizens using the green spaces in the City. Crime seems to be increasing with the number of murders this year. Addressing the underlying causes of crime will help to solve this problem.	10/7/2019 4:58 AM
148	Nothing	10/7/2019 4:45 AM
149	We need someone professional. There are some groups that will always be complaining and we need someone who can handle that and still want to do a good job.	10/7/2019 4:34 AM
150	In general we need someone who is intellectual, inclusive and a good communicator -- someone like former Chief Perkins.	10/7/2019 4:23 AM
151	Must have strong leadership capabilities...leading by example. Has to build a diverse force and engage the community. Be transparent because cover up and adjusting numbers doesn't look good. MUST educate staff regarding bias and investigate thoroughly when incidents that may have bias associated with them occur. He must be the chief for all people and have good communication skills.	10/7/2019 4:14 AM
152	We need someone forward-thinking that understands the issues we're facing as a community and nation	10/7/2019 3:37 AM
153	Innovative, diverse and engage	10/7/2019 3:27 AM
154	I think he should be selected from our current police ranks here in Roanoke.	10/7/2019 2:13 AM
155	Community based policing is important, but so is maintaining safe speed limits. Parking tickets are a waste of time, and school crossing guards are a necessity. I want a chief who is a big picture thinker, and who gathers a staff to whom she can delegate working out specifics.	10/7/2019 2:09 AM

## Roanoke City Police Chief Recruitment

156	I believe a man (and I'm not being biased) who is bound and determined to rid our city of crime and accountable to make Roanoke notable as the "safest" city to live in. Increase the budget for the Chief to do it effectively. Create a new department to continue the Community Outreach. Don't stop the training of police for Mental Health issues with citizens. Create a registry of kids/young adults who are troublesome but not criminals. Give him the authority to crack down on the reasons Roanoke has become so unsafe. Let him be available and accountable to the Citizens of Roanoke--not other leaders. Listen and Act for the Citizens --Town Hall meetings -- Make sure he knows Roanoke used to be such a lovely place and given him the Task/Mission of Making Roanoke Great Again!!!! Create a mentoring program for kids with only one parent!!	10/7/2019 1:25 AM
157	Someone who will support their department and help officers get the pay they deserve for the dangerous job they do	10/7/2019 1:07 AM
158	Diversity is a weakness, not a strength	10/6/2019 10:29 PM
159	Someone who can relate to different economic backgrounds and cultures in a way that builds bridges and does not burn them	10/6/2019 6:46 PM
160	Keep politics out of it and do the job of protecting Roanoke from this rash of violence.	10/6/2019 5:51 PM
161	Pick someone who will support the current officers and make decisions whether they are favorable to the select few that will complain to the media/council. Police don't get the credit they deserve and it's important for them to have a good leader so they can police the communities and keep everyone safe. The chief should be capable of speaking to the citizens and encouraging them to make good choices so the city of Roanoke can grow together as a community instead of being against each other.	10/6/2019 5:17 PM
162	Someone who will work to help provide proper safety measures to schools and areas that are known for crime. But most of all, someone who will listen to the communities who are frustrated with the crime that happens in the area and work to fix the problems so the people in those communities feel safe again.	10/6/2019 4:57 PM
163	As the opioid crisis is in full swing, so is the open air drug market. I would like to see a task force, headed up by the Chief to combat this ever growing problem. If it's not a shooting or stabbing daily, it's the drug deals. Roanoke is becoming a high crime city.	10/6/2019 4:56 PM
164	The person has to be from a diverse background and they would have to be inclusive supportive of immigrants who are here to work and keep the economy steady.	10/6/2019 4:25 PM
165	Stop generating revenue with speed traps on the 581, particularly notable toward the end of the month. Put the serve and protect back into police instead of "entrap and disrespect." Stop wasting time on victimless so-called "crimes" just to fund the police department and focus on actual crimes that harm others.	10/6/2019 4:17 PM
166	I don't feel safe here because of gun violence	10/6/2019 4:02 PM
167	Addiction is an illness. The new police chief should work with other agencies in the area to get addicts the care they need rather than treating addiction as a crime or moral failing.	10/6/2019 3:31 PM
168	Understanding that no one is above the Law. Common sense had a place in enforcement as does Grace	10/6/2019 3:28 PM
169	Haven grown up in the Roanoke Valley and still having family in Roanoke, the next Chief of Police needs to address the rising violent crime index and illicit drug problem. Not much has changed with RPD in the past 20 years. It might be time to hire an outside Chief who can transform the department to meet the communities expectations and implement 21st century policing.	10/6/2019 2:39 PM
170	Someone with an independent perspective and strategy to enhance safety. Not be a puppet of the city council	10/6/2019 1:30 PM
171	Someone who doesn't allow officers to act with impunity. Someone who doesn't encourage the force to be trigger happy video game-esq hooligans.	10/6/2019 1:01 PM
172	understanding people in low income housing	10/6/2019 12:52 PM
173	He needs to be strong enough to address the statistic proven crime issues. Without having to tiptoe around Council	10/6/2019 12:43 PM
174	Someone who recognizes the weight and meaning of the words they speak. As the public face of the city's police force, the new chief should understand that the public's perception of him/her will affect the relationship of officers and citizens.	10/6/2019 12:18 PM

## Roanoke City Police Chief Recruitment

175	The new chief should be an effective leader that works well with community leaders.	10/6/2019 12:13 PM
176	A Police Chief who will value (1) local residents who visit the market, (2) business people that work downtown, and (3) tourists. Roanoke City Market Square is filled with aggressive cultures that are given a higher regard than the law abiding, tax paying, hard working citizens who live, work, and visit. Citizens are threatened but report nothing because it's a waste of time--they just avoid their town square they paid for. The square is occupied/belongs to another culture. This results in a city that lacks funding to properly sustain its school bus operation and street paving.	10/6/2019 11:08 AM
177	Be firm and fair. Apply the laws equally to all citizens, and don't be afraid to stay the course even when the squeaky wheels yell...unfair.	10/6/2019 11:08 AM
178	Bring back proactive policing	10/6/2019 10:55 AM
179	Have support of both the rank and file of the PD and the entire community not just the special interest groups.	10/6/2019 10:54 AM
180	Support your officers. Hire according to abilities not to satisfy statistics in gender and race. If you do hire for statistics, hire by the numbers in the area not just for 50/50.	10/6/2019 10:50 AM
181	High ethical standards.	10/6/2019 10:31 AM
182	I think your questions covered the important points.	10/6/2019 10:21 AM
183	Willing to do what is right even if politically incorrect	10/6/2019 10:11 AM
184	A leader who is gets out front with all the officers working and not afraid to say disagree with political office holders and those who have an agenda to tear down law enforcement. He or she has to have a strong background in criminal investigations, understands the process.	10/6/2019 10:10 AM
185	Someone who realizes trust, respect, and honesty are important factors in successful policing. As long as fear, mistrust, and partiality are practiced things will remain the same.	10/6/2019 10:01 AM
186	Not racist not saying that woman who got rap deserves it talks to the people in the community nice sweet	10/6/2019 9:14 AM
187	A chief who will be more concerned with the safety of the citizens of Roanoke and less concerned with political correctness.	10/6/2019 8:58 AM
188	Experience in curbing drug trafficking (needle exchange is a tremendously poor plan), vagrants and vagrants who are far too catered to, the ability to cope with a council and manager who are non supportive of 1st responders and police in general.	10/6/2019 8:52 AM
189	The new chief should be someone who understands violence against women and how misogyny drives violence	10/6/2019 8:33 AM
190	Find someone with experience and knowledgeable in a community of this size. And with Roanokes differences in diversity.	10/6/2019 8:30 AM
191	Finding someone with experience in dealing with the issues we face in all our Roanoke communities.	10/6/2019 8:22 AM
192	Work well with internal departments. Be passionate about the whole city, not just part of it. Hire back Sam Roman!!	10/6/2019 7:37 AM
193	Inclusive	10/6/2019 7:02 AM
194	Willing to find means of funding the police department so they can afford better equipment and keep/attract good officers	10/6/2019 6:48 AM
195	We need a Cheif you will come in and take this city back. Not worry about the City Manager or Council but to fight crime and not worry about kisses kids and the city managers and council ass. They luv in there bubble and not in these streets. We need a fighter not a liberal butt kisser.	10/6/2019 6:47 AM
196	Able to collaborate with local, state and federal law enforcement. Possess no ego and be willing to utilize all available resources that available by state and federal agencies	10/6/2019 6:46 AM
197	Un bias. Aware of the problems in the city. Knowledgeable of position. Kind. Willing to take action.	10/6/2019 6:04 AM

## Roanoke City Police Chief Recruitment

198	Technology is vital to working smarter not harder. Subject to constitutional limitations, we need a chief excited about using public surveillance technology such as that used in NYC's 'Domain Awareness System', especially for high crime areas (license plate readers, shot finders, voluntary public access to private cameras, etc.). A chief interested in what role other city, state, or federal programs might play in promoting or subsidizing dysfunctional social patterns that lead to increased common crime. Also, a chief interested in coordination with other agencies to identify fraudulent use of public benefits by those associated with violent crime, improper parenting, or domestic abuse.	10/6/2019 5:20 AM
199	Someone who is open to good ideas, even if they aren't the originator of those ideas. Someone whose goal is to get the job done well, not make his or herself look good (though that may be an added benefit of getting the job done well).	10/6/2019 5:10 AM
200	Honesty. Approachable	10/6/2019 4:56 AM
201	Find someone who understands that women do not deserve to be raped based on what they're wearing or for going to nightclubs. Also, understand that rap videos do not cause shootings. Both of these statements are attributed to the current chief. Also, the ideal chief needs to leave religion out of his work and his statements. We're hiring a police chief, not a city pastor.	10/6/2019 4:51 AM
202	It is imperative that we find a chief that will appropriately challenge the antiquated and close-minded prosecutorial culture that has been cultivated in the commonwealth attorney's office.	10/6/2019 4:44 AM
203	a chief who follows the law he took an oath to uphold and NOT bend to political pressures.	10/6/2019 4:36 AM
204	We need a police chief who will radically transform the police force. Police officers should be elected from the communities they serve and be 100% transparent. If a cop is to "serve" a community, they have to be chosen by the community they're serving. Furthermore if a community feels they have too many cops, they should be able to appropriate that money elsewhere. Cops rarely solve crimes. That's a fact. Many "crimes" they do "solve" aren't seen as crimes at all by many people within the communities they "serve" (smoking weed, drinking a beer, loitering). Until communities are in control of their collective lives-no justice, no peace.	10/6/2019 4:17 AM
205	Speak his mind	10/6/2019 4:09 AM
206	I would like to see someone with experience and/or familiar with gang activities. I feel Roanoke's increasing gun crimes are related to gangs in the Roanoke area.	10/6/2019 4:05 AM
207	Focus on traffic oriented offenses. If these criminals know the police going to stop there car for every little violation they won't be transporting there guns and drugs around the city.	10/6/2019 3:45 AM
208	Be hard on criminals.	10/6/2019 3:33 AM
209	The crime we have in people selling drugs in our community	10/6/2019 3:13 AM
210	Personal integrity, enforcing the law equally, Focus on the problem of human Trafficing.	10/6/2019 2:55 AM
211	Someone to really get to know ALL his officers in detail and get rid of any corruption.	10/6/2019 1:29 AM
212	Someone who is a leader in law enforcement, not a puppet for City Council who are politicians with no law enforcement experience. NOT A YES MAN!	10/6/2019 1:20 AM
213	he needs to listen to what the public has to say	10/5/2019 11:56 PM
214	Consider hiring within department.	10/5/2019 9:35 PM
215	They need to focus on SE roanoke and end the drug epidemic and actually get these people off the streets so they wont keep comitting these crimes.	10/5/2019 9:05 PM
216	I would suggest keeping an open mind. Though they may not appear in the form you may expect (qualifications, gender or race) I believe that a person with a strong internal moral compass would be best suited for the job. It would have to be someone hardworking and forward thinking. Someone resilient in mind and body, who understands the responsibility of leading those who protect the people of Roanoke City. Someone who is not above those working for them, and is always willing to roll their sleeves up and jump in when the going gets tough. Someone who respects the homeless like they respect their grandmother. Someone who doesnt believe in luck; they make their own luck through hard work.	10/5/2019 7:50 PM
217	Proven track record of successful community policing and evidence of leadership successes in developing effective police units under his/her direction.	10/5/2019 7:34 PM

## Roanoke City Police Chief Recruitment

218	Think new chief needs to be open to getting public and police to work together be willing to listen and work with citizens of roanoke to create a city where the police solve problems with the people of the neighborhoods and create a balance where people of roanoke can build trust with police department and police officers and build trust with citizens and neighborhoods where both citizens and police are both working towards a safer city and building trust in each other going forward	10/5/2019 7:03 PM
219	Supports harm reduction strategies for solving the massive problems associated with substance use disorders.	10/5/2019 6:31 PM
220	A Chief that doesn't satisfy the liberal agenda of the City Council and City Manager but rather takes crime head on with significant engagement and aggressive posture to instill a health fear of criminal punishment and respect for the police as a whole.	10/5/2019 6:27 PM
221	Someone with conservative values. We should take care of our officers and citizens should stop playing victims is they aren't actually a victim. Society has taken a downward spiral and, without a true conservative leader, the ideology of officers and the PD will not change. This city shouldn't operate on feelings and sensitivity. If we do not implement adequate police leadership, our city will never be more than trash.	10/5/2019 6:27 PM
222	Please consider a person that is fair and neutral especially in-regards to religious beliefs.	10/5/2019 6:13 PM
223	Improving response times and making sure officers are appreciated. Someone that does not view crime as one-sided or thinks that certain groups should not be targeted. Equality for all.	10/5/2019 5:54 PM
224	It is important that those that are arrested have consequences. Many times arrestees are released and nothing is done to prevent further crime. Especially when it comes to the homeless population.	10/5/2019 5:38 PM
225	Thinking outside the box in terms of the possibility of a minority applicant, female applicant etc.	10/5/2019 5:33 PM
226	Honesty, integrity and able to strongly support his/her officers	10/5/2019 5:32 PM
227	Strong character, honest, trustworthy.	10/5/2019 5:22 PM
228	We need a trustworthy Chief and someone who can help clean up our streets. Methamphetamines are destroying our community bit by bit. I've seen a big change in Southeast and it's not a good one. Please tackle this epidemic. Meth is not alone out here with heroin and opioids playing a part in degrading the city. But these methheads be on some other worldly plateau. We've seen people driving around naked, walking around naked and wiggling out. This community needs a police chief that's willing to tackle the drug problem.	10/5/2019 5:21 PM
229	Don't promote the two idiots that are currently deputy chief's In the department now.	10/5/2019 5:16 PM
230	Being white ..(REMOVED DEROGATORY STATEMENT)	10/5/2019 5:05 PM
231	Community policing background. I've noticed a lack of community policing under Chief Jones. It seems ROANOKE has went backwards 8n this regard.	10/5/2019 5:02 PM
232	Crime rate and shootings. I'm 32 (single, professional), born and raised here, and I'm struggling to find areas in which I safe to live in (I'm currently apartment hunting). I don't think I'm being overly dramatic: I lived happily in Richmond for 10 years (college and work) and did not have this apprehension. Sure, they had their bad areas...it just seems that here it is seeping in everywhere (and quickly). Just one citizen's concerns.	10/5/2019 5:00 PM
233	As someone who works in law enforcement i feel that it is so important to find someone who isn't to far removed from what its like working the streets. times have changed and if your chief candidate hasn't worked the road in 20+ years hes not going to be able to protect his officers the right way and help them come home because he isn't going to understand	10/5/2019 4:47 PM
234	A leader who supports his/her team of staff members. A compassionate person.	10/5/2019 4:30 PM
235	A Chief that will encourage the Commonwealth Attorney for Roanoke City to actually take a strong stance against crime. People must be prosecuted for their crimes.	10/5/2019 4:25 PM
236	A leader who supports his/her officers but holds them accountable. Plain speaking and tells the citizenry the truth, even when they don't want to hear it. Identify the problem and apply a solution.	10/5/2019 4:17 PM
237	Ensuring he city is safe and the people who are CONTRIBUTING members of the community feel safe I. The wonderful outdoor venues the city has created. Addressing loitering and the homeless population. The problem has increased dramatically in recent years and needs to be addressed.	10/5/2019 2:13 PM
238	A chief who tells it like it is. Just like the current Chief	10/5/2019 1:32 PM

## Roanoke City Police Chief Recruitment

239	Hire someone who takes crimes against women seriously, and who knows how to temper our cultural gun obsession.	10/5/2019 1:01 PM
240	I think a thorough look at other similar cities (similar size, cultures, etc) which have an exemplary police dept. What qualities do those chiefs have which are at the forefront of their backgrounds, their personalities etc. Perhaps a few calls to a few or using other resources might shed light on that. Also...Roanoke should consider offering a high enough salary, relocation etc as to help attract the best candidates possible. Thank you for reaching out to residents with this survey.	10/5/2019 11:23 AM
241	One that has the ability to think outside the box and be able to collaborate with other police departments in.determining solutions for combating reasons why urban communities have such a strong distrust of police. Ability to make all citizens feel inclusive. Able to admit if a police officer is wrong. Having a good solid unimpeded process if a complaint needs to be filed. Bringi g all communities together in way where he/she explains we must all work together to combat crime and implicit bias within our communities.	10/5/2019 11:02 AM
242	One who takes ownership of the job, steps in and reduced crime. Failure to reduce crime activity in our city is not an option. Lead out and get Roanoke cleaned up. Hey the job done!	10/5/2019 10:29 AM
243	Integrity is paramount in this position. I see this position to hold responsibility & accountability not only of the policing departments but also incorporating the same in the community sector. I believe an individual needs to know when to enforce firm decisions yet also apply a hand of understanding. The desire to uphold the laws as written should be a given. To work around them would not be acceptable. The individual needs to have the ability to smile and laugh but also know when the need to be stern yet understanding is required and appropriately administered.	10/5/2019 10:01 AM
244	I believe that each individual applying should present 5 things that they would like to see improved for the department that would impact the city.	10/5/2019 7:24 AM
245	Doesn't play politics	10/5/2019 7:01 AM
246	Mental health assessments	10/5/2019 6:53 AM
247	Someone who will make better decisions regarding the ECO and TDO process. Someone who will work collaboratively with other partners instead of enforcing their own policies that do not mesh with what everyone else is doing.	10/5/2019 6:53 AM
248	Cultural awareness	10/5/2019 6:46 AM
249	Someone who can encompass the diversity in Roanoke City.	10/5/2019 6:40 AM
250	Work to better the community and have understanding of mental health issues	10/5/2019 6:29 AM
251	Placement that will not cave in to liberal policies	10/5/2019 6:02 AM
252	Broad minded able to think on his feet able to support ALL laws city county state and federal and will support all agencies including ICE	10/5/2019 4:11 AM
253	I believe we should address root issues such as addiction, homelessness,povertry wages ect. A sheriff is a waste of resources, as is the police force. Nobody for sheriff.	10/5/2019 3:52 AM
254	They should be someone who takes the role seriously and treats every member of our community with dignity and professionalism. Someone who is excited about making Roanoke better.	10/5/2019 3:30 AM
255	Some one in the middle of their career that has time to put in and make a differents to many have come for short time just to get better retirement.	10/5/2019 3:28 AM
256	Inclusiveness should be demonstrated city wide, not just within certain organizations. In order for the city of Roanoke to implement this model, there needs to be more diversity in our police department. The idea of community policing as it was in our community 15 or more years ago is lacking. I think this is so important. It gives the community an opportunity to see the visible presence and it is also important for the police department to be more involved in the neighborhoods with especially high crime rate. The salaries of these men and women need to increase to not only support the civic duty they provide to our city, but to demonstrate the appreciation and importance the city values them for their work.	10/5/2019 3:14 AM
257	He or she needs be able to go out to meet and know the neighborhoods and develop a working relationship with community leaders.	10/5/2019 3:12 AM
258	Diversity and inclusion in hiring is key.	10/5/2019 2:53 AM

## Roanoke City Police Chief Recruitment

259	someone who can both say the right things to the public (like Chief Perkins) but also has good management internally (like Chief Jones). Evidence-based law enforcement and bias training for all officers to be aware & watchful of implicit bias. Supporting & continuing the body cam program. Traffic is about as deadly as gun violence so it should continue to be a robust program.	10/5/2019 1:26 AM
260	Paying our Officers & Staff so they'll stay with RCP and strengthen out Police Force . Our Community needs good Police and that comes from Officers that have been in the community for years and Years.	10/5/2019 1:18 AM
261	I guess at this point in time you need a chief with the ability to tell the statistics(truth) in a way that doesn't offend anyone.	10/5/2019 12:43 AM
262	Transparency	10/5/2019 12:40 AM
263	most important is to look at the big picture not be heavy handed such as if someone rolls a stop sign slightly or runs a yellow light if no accident let it go i feel the current chief is.like that very reasonable.with simple infractions	10/5/2019 12:31 AM
264	Not a white male	10/4/2019 10:58 PM
265	Rpd sometimes has male officers as the first point of contact for women who claim they were taped. That's inexcusable. The police chief must do better. Also, Roanoke is a laughing stock because of interdiction enforcement. We need a chief who recognizes and avoids obvious discrimination.	10/4/2019 10:03 PM
266	Not a victim blaming moron.	10/4/2019 9:22 PM
267	Police officer must be able to approach communities of color the same as white ones. The chief needs to be visible patrolling, engaging , educating, providing info on safety, reducing crime etc. Strong presence in communities with high crime rate. Work with community leaders of all backgrounds. Response time to issues problems crimes must be swift in responding to crimes and be fair. To many crimes are going unsolved in roanoke. Must care for all persons of different backgrounds	10/4/2019 8:25 PM
268	Willingness to make change!	10/4/2019 8:03 PM
269	Look first from within the department.	10/4/2019 8:02 PM
270	being open to trying something different	10/4/2019 7:56 PM
271	Someone not racist?	10/4/2019 7:18 PM
272	Supports community by being active and open to community groups, demands respect but also supports his staff	10/4/2019 6:44 PM
273	Someone who is experienced, care about people and their police force	10/4/2019 6:42 PM
274	We need someone who is inclusive, respectful, and does not prejudice on the basis of sex, skin color, or the like. We should strongly consider candidates who are female and/or persons of color to demonstrate our commitment to diversity and to the repair of community relations. Ideally, this candidate would have urban experience and be someone who will wholly commit to building back the trust our populace needs.	10/4/2019 6:30 PM
275	Modern perspective on law enforcement and community engagement! No racist, bigots, or sexists!	10/4/2019 6:26 PM
276	Experience! Pick some one from Roanoke that knows the crime, drugs and what happen all round the city!	10/4/2019 6:22 PM
277	Willingness to use data and proven solutions to the opioid problem such as needle exchanges and medical assisted treatment.	10/4/2019 6:05 PM
278	Good listener, open to evidence based policing strategies	10/4/2019 5:52 PM
279	I'd like to see someone with a military background. A patriot problem solver. Someone dedicated to getting rid of all criminals and seeing to it justice is served by carefully gathering evidence to put criminals away for a long time. Not happy with criminals being brought to Roanoke, like Dorcas House. After a while, they are on our streets committing crime. Don't like our neighborhoods and citizens put at risk. Committed to dealing with the homeless population maybe turning a place like Freight Car America into housing and a training center and a place to work.	10/4/2019 5:41 PM
280	All of the things you just asked are important to consider for the next Chief. These are qualities you should look for in all PD employees, not just the Chief.	10/4/2019 5:21 PM

## Roanoke City Police Chief Recruitment

281	He or she needs to be sensitive to the cultural circumstances of possible criminals, victims, and communities experiencing criminal activities.	10/4/2019 5:00 PM
282	Nobody for police chief abolish police & prisons invest in rehab, housing, jobs, transportation, schools, & healthcare to meet peoples' needs	10/4/2019 4:31 PM
283	Someone who looks at all angles.	10/4/2019 4:28 PM
284	A person who is trustful, honest and caring, for employees, staff and community.	10/4/2019 4:25 PM
285	Strong minority candidate	10/4/2019 4:17 PM
286	Communication	10/4/2019 4:15 PM
287	A willingness to seek alternatives to criminalizing mental health issues. A understanding that he/she is not the moral compass for Roanoke. A commitment to trauma-informed policing. A proven track record of success in working in a diverse department. Someone who can lead the department through change and growth.	10/4/2019 4:04 PM
288	Someone who is supportive and opens doors to LEO having access to quality mental health and substance use services. Beyond EAP-	10/4/2019 4:02 PM
289	Emphasize community engagement and policing. Innovation in connecting with the community	10/4/2019 3:58 PM
290	He should be Asian	10/4/2019 3:55 PM
291	Capable of connecting with the youth of the city and establish strong moral values for his officers and staff.	10/4/2019 3:14 PM
292	I believe that the Chief should be someone who is familiar with the community and who is willing to put in the work and also be willing to be involved.	10/4/2019 2:58 PM
293	Tough on violent crimes	10/4/2019 2:49 PM
294	* Nobody for police chief * To abolish police & prisons * To invest in rehab, housing, jobs, transportation, schools, & healthcare to meet the needs of the people	10/4/2019 2:42 PM
295	A lot of your choices above are the same only worded different. This person will need to work with other agencies like social services, schools, community partners to look at underlying issues. This Chief won't be able to engage with the demographic that's causing most of our issues. He or she will need to employ some front line officers to help that happen.	10/4/2019 2:42 PM
296	Open	10/4/2019 2:40 PM
297	Age. Candidate needs to be middle aged. Not a boomer.	10/4/2019 2:37 PM
298	Someone who holds 21st century views on racism, discrimination, and misogyny. Domestic violence and rape victims need better support from law enforcement. No more good old boys club!	10/4/2019 2:29 PM
299	No collaboration with ICE. Work with, not against, the black community. Less arrests, more focus on solving underlying issues. More use of restorative justice models. No arrests of sex workers or drug users.	10/4/2019 2:29 PM
300	PLEASE do not damage our community by hiring someone like RaShall Brackney (Charlottesville Chief) We want someone we can be proud of; someone competent with relevant experience.	10/4/2019 2:21 PM
301	Experience in working as a police chief and willingness to be open to innovated ideas.	10/4/2019 2:20 PM
302	A desire to take public input and suggestions. Thinking outside the box to help solve problems.	10/4/2019 2:14 PM
303	bring down the arrogance of cops. kinder cops, not cussing cops, a lot of cops act arrogant and above the law	10/4/2019 2:12 PM
304	* Nobody for police chief * Abolish police & prison * Invest in rehab, housing, jobs, transportation, schools, & healthcare to meet people's needs.	10/4/2019 2:11 PM
305	Diversity and someone who is willing to be approachable and honest. Someone who is not gruff and coarse and willing to listen to others. Must be willing to smile, collaborate and be open to change.	10/4/2019 2:10 PM
306	Transparency and awareness of the impacts of mental health problems and the importance of collaborating with various systems to provide appropriate treatment for all	10/4/2019 2:06 PM
307	Listening without sarcasm or sexist and racist mindset. The black community and women need to be heard and respected	10/4/2019 2:05 PM

## Roanoke City Police Chief Recruitment

308	Someone who will actually go after criminals and seek to prosecute them	10/4/2019 2:02 PM
309	Law enforcement assisted diversion programs for Drug Users.	10/4/2019 1:56 PM
310	Get enough police so calls don't have the appearance of being ignored. I hear that the police don't care. How is morale?	10/4/2019 1:53 PM
311	Represents the community!	10/4/2019 1:52 PM
312	Accountable to the people. Not above the law	10/4/2019 1:51 PM
313	Willingness to work with the juvenile community and offenders, since many of our adult offenders begin with DJJ, and overall understanding of how DJJ is operated.	10/4/2019 1:42 PM
314	A police chief who will actually support his officers and department is the most important quality to consider. A change to the current administration and its failings would be a positive to the department.	10/4/2019 1:35 PM
315	To not seek out certain cultures or races	10/4/2019 1:31 PM
316	Loyalty, kindness, and strong willed	10/4/2019 1:30 PM
317	A realistic non-political moral approach to crime, gang elimination, speaking truthfully, standing up to polititions when in the right	10/4/2019 1:30 PM
318	To enforce the law appropriately in all parts of the city. Get neighborhoods and associations involved. Make Roanoke a Crime Watch city	10/4/2019 1:29 PM
319	Willingness to address the opioid crisis with all means a available including needle exchanges and medication assisted therapy	10/4/2019 1:25 PM
320	Willing to back Officers when the News Media and local Community Organizers are demanding action against the Officer without knowing all circumstances.	10/4/2019 1:18 PM
321	Someone who answers the tough questions and is fair.	10/4/2019 1:16 PM
322	Pick the best person for the job...please do not make this a political decision. We need to take crime in our valley more seriously both on the street & in the courts	10/4/2019 1:13 PM
323	A person who will look for the real problems facing the city, not what a small percentage of the public believes are the problems. Be willing to really look at the issues and craft a plan and work with other departments to implement it. Someone willing to work with the Commonwealth's Attorney and Courts to help enforce stricter sentences for the current laws that are being enforced now. Let's not be afraid to deal with the real issues not perceived issues.	10/4/2019 1:06 PM
324	#InvestInCommunities #NobodyForPoliceChief #AbolishPoliceAndPrisons #FewerCopsMoreTeachers #NoGoodCopsInARacistSystem	10/4/2019 1:04 PM
325	I'd like to see a woman of color as our next police chief. It's time that we give women more opportunities to lead at all levels. There should be more recruiting practices to reach women and people of color for positions with the city of Roanoke.	10/4/2019 1:01 PM
326	Accountability and transparency, the ability to address the underlying factors that lead to violence	10/4/2019 1:00 PM
327	Someone who will get to the root of the issues surrounding Roanoke city. It is less important for our officers to be out at community events and more important that they are out arresting drug dealers, murders and other people who are performing illegal activities. So much focus has been put on the chief having a good image that the criminals are now running Roanoke city.	10/4/2019 12:59 PM
328	Someone who will not bend to the will of city council when they make outrageous demands. A chief who will back his/her personnel and fight to improve the quality of life for his/her officers. You want to improve our police department, you have to pay them more and take care of them.	10/4/2019 12:54 PM
329	Community engagement, working with officers and a good public presence.	10/4/2019 12:51 PM
330	Ability to listen	10/4/2019 12:48 PM
331	Someone from outside that has not work at Roanoke Police Department.	10/4/2019 12:47 PM
332	I'd love to see a woman or a person of color in the role	10/4/2019 12:47 PM
333	A leader possessing confidence, community awareness, innovative ways, willing to take a stand to confront crime and continue the fine performance of our Police leadership.	10/4/2019 12:40 PM

## Roanoke City Police Chief Recruitment

334	Someone who is culturally competent, holds staff to high standards and accountability, as well as someone who doesn't continue the victim blaming and harassment of the current regime.	10/4/2019 12:39 PM
335	Preferably someone from this geographical area	10/4/2019 12:37 PM
336	A police chief that wants to improve the city and will look to the residents to learn how to best do that.	10/4/2019 12:36 PM
337	A person who thinks of solutions	10/4/2019 12:36 PM
338	Proven integrity, appropriate experience, tech savvy.	10/4/2019 12:32 PM
339	To not be a racist or sexist	10/4/2019 12:21 PM
340	I would like nobody for police chief, to abolish police & prisons and to invest in rehab, housing, jobs, transportation, schools, & healthcare to meet peoples' needs	10/4/2019 12:16 PM
341	Big picture thinker and leader	10/4/2019 12:13 PM
342	Diverse cultural life experiences	10/4/2019 11:57 AM
343	An informed understanding of the sociological aspects of crime, the trending toward socio-politically biased outcomes of policing, competency in understanding the role of race, gender, and class in the targeting and operations of criminal justice, and an sincere concern for deaths within the city's jails. The last Police chief was thoroughly unqualified to interface with the public in a mature and transparent way. This continues to be an embarrassment	10/4/2019 11:54 AM
344	Well, I would hope they he/she would fight against the terrible conditions of Roanoke's jail. The reports are disturbing, and there is increasing evidence of wrongdoing.	10/4/2019 11:54 AM
345	Kudos to Tim ... he's done an outstanding job!	10/4/2019 11:48 AM
346	Experience dealing with gangs	10/4/2019 11:44 AM
347	Someone who understands violence against women	10/4/2019 11:39 AM
348	Abolish the police. Invest in schools, jobs, and communities.	10/4/2019 11:20 AM
349	Experience judgement good listening and communication skills post grad degree integrity passion for the job Demonstrates leadership skills - a rare commodity, one that is in short supply.	10/4/2019 11:18 AM
350	Someone who doesn't just talk the talk, but also walks the walk. Doesn't just know the politically correct terms and has a good PR to tell them the right stuff to say. Someone who has the morals to back all of those things.	10/4/2019 11:14 AM
351	Fair, honest, approachable Moral, good strong work ethic	10/4/2019 11:14 AM
352	Lowering the crime rate	10/4/2019 10:57 AM
353	Someone who understands violence against women and how misogyny drives violence. Also someone wth specific training working wth people who have a mental illness. Engaging and working wth the youth in the community to make changes	10/4/2019 10:50 AM
354	Someone who is diverse and is familiar with the community as well as being current of today's trends And social standards, and holds the necessary qualifications to lead a police department.	10/4/2019 10:29 AM
355	Solving these murders in the city! The police need to get to know the citizens they are policing! Not just ride around our neighbors but actually embrace us as people, learn us, help us!	10/4/2019 10:24 AM
356	We don't need a hot shot. We need a sheriff that is open-minded, non-bigoted, and knows how to deal with people.	10/4/2019 10:12 AM
357	As a retired officer (24 years) I think the new chief should take a hard look at his command staff. You have many of them that are suppose to be leaders that have not engaged in police work for over 15 years. This trickles down to the Sergeants and then to the officers which gives you what you have in Roanoke now which is a poor excuse for a police department. I think a all around "house cleaning" is in order and I hope new chief is willing to see that and take appropriate action.	10/4/2019 10:07 AM

## Roanoke City Police Chief Recruitment

358	It is time to hire outside of the present Police Department. There are many wonderful, qualified officers in this department but there is no one in a leadership position that is ready to step in and become the Chief. The police department went through an "upheaval" when Chris Perkins became chief and it hasn't really recovered. Perkins changed the department from being pro-active with community safety to being one that was disengaged with the community. Jones has basically followed that blueprint, and now we have a LOT of officers who aren't particularly active in keeping the community safe. Obviously an officer from a department that faces many of the same issues that Roanoke City does (urban area, diverse citizenry, issues with the homeless population) would be preferable. Thanks!	10/4/2019 9:44 AM
359	Someone who can look beyond stereotypes and easy non-answers to system racism and misogyny. Someone who truly understands the community and the underlying causes of crimes involving women and minorities.	10/4/2019 9:42 AM
360	integrity	10/4/2019 9:40 AM
361	An understanding of the wide occurrence and effects of domestic violence.	10/4/2019 9:30 AM
362	We need someone who is not racist, that will listen to the community and that the community will be his/her 1st priority, along with the well being of the police force. Also the new Police Chief, should spearhead a culture of community policing.	10/4/2019 9:29 AM
363	We need a police chief who recruits minorities and women officers and is willing to train officers in de-escalation. We need to reduce the gun violence in the city of Roanoke and we need officers who feel a part of the entire community, not ones with an "other" mentality.	10/4/2019 9:24 AM
364	Our officers and chief need to know that city council has their backs.	10/4/2019 9:07 AM
365	An effective manager who leads by example, not swayed by political correctness, but instead upholds the law and holds people accountable for their actions.	10/4/2019 9:03 AM
366	Focused on prayer and a Biblical Christian who is service focused	10/4/2019 9:01 AM
367	...	10/4/2019 8:58 AM
368	Consideration of the underlying factors and nit just believe officers just because they are officers; consider the mental side of a person before making a great decision and making his officers aware that before the gun use make sure the head comes into play.	10/4/2019 8:40 AM
369	Credibility, honesty, integrity, creativity, socially adept.	10/4/2019 8:25 AM
370	TRUST	10/4/2019 8:21 AM
371	Someone who will fit Roanoke, being a nationally certified police agency.	10/4/2019 8:19 AM
372	Considering women and minority candidates	10/4/2019 8:07 AM
373	Misogyny and racism drive violence! The new chief must understand violence against women, must recognize and end gender bias in the city's response to sexual assault and abuse cases. We need to have a chief and a commonwealth's attorney's office that will investigate and charge assault and rape cases. The new chief must redouble efforts to serve and protect ALL our communities and neighborhoods.	10/4/2019 8:07 AM
374	Integrity, honesty, and able to follow ALL laws and one that will support ICE!	10/4/2019 8:03 AM
375	Hire someone who is interested in using modern and effective training techniques that will allow our police force to be seen as active members of the community that are focused on making Roanoke a safer and more welcoming place to live. There needs to be a paradigm shift with how the public view the police. Too many folks are polarized with "blue lives matter" vs. "black lives matter" etc. The truth is all citizens matter, and police need to be trained as helpful citizens who are tasked with keeping everyone safe. They should not be thought of as racist 'tough guys' out to arrest, issue citations, or harass people of color. Our chief should be someone who values community involvement and wants to see more neighborhood watch groups, bicycle cops, and police out from behind the steering wheel of their cruisers.	10/4/2019 8:00 AM
376	Partnering with the community, especially in higher crime neighborhoods to find solutions, support the community, and make people feel heard. Listening to people of color and really hearing what they have to say (btw, I am white but I see the need for this)	10/4/2019 7:59 AM
377	Most important get involved in Community and businesses	10/4/2019 7:53 AM
378	A candidate who understands violence against women and how misogyny drives violence.	10/4/2019 7:53 AM

## Roanoke City Police Chief Recruitment

379	They need to be able to work with the City Manager and counsel to identify appropriate needs of the department to best serve the community. They also need to review the current organizational structure and determine if changes could be made to make the city safer. Instead of ignoring underlying issues that lead to other crime, identify the issues and come up with a strategy for better policing tactics. It would be beneficial for the department and citizens to bring in a chief from an outside agency that has not risen through the ranks. It will bring in new ideas and allow the chief to make decisions based on observations and not continue with the same things just because that's how it has always been done. It will also hold members of the department accountable, including the command staff, due to there not being any bias or allegiance to a particular group. As a member of the department these are problems we have struggled with for years. I would like to see someone chosen who will work with the community, the city leaders, and the officers to provide the best service we can with safety of the community and officers in mind.	10/4/2019 7:52 AM
380	Qualifications, not race, should determine the next Police Chief.	10/4/2019 7:49 AM
381	A strategy for improving trust in the community would be to demilitarize the PD. Give attention to the department's role in mass incarceration of young black men. We desperately need someone who is progressive and disruptive in a good way.	10/4/2019 7:49 AM
382	I would prefer the new Police Chief come from outside the Roanoke area and even Virginia. I feel like we need someone new outside of the "Good Ole Boys" network. I would also consider someone that can bring some radical ideas to tackle the opioid crisis.	10/4/2019 7:48 AM
383	Younger will be better than older. Let's see some up-beat, positive, outgoing personality.	10/4/2019 7:46 AM
384	Training on assisting sexual assault & domestic violence victims and appropriate responses to those crimes when speaking to the press and general public.	10/4/2019 7:45 AM
385	Be kind and considerate of all citizens.	10/4/2019 7:42 AM
386	Continuing to be visible in the community, confident in his/her role and well spoken: firm yet compassionate in delivery of comments to the press and community	10/4/2019 7:40 AM
387	Having an open mind regarding solutions to issues in the community. Specifically, addressing the opioid crises holistically by working with local initiatives and community members. The needle exchange program should not have taken nearly as long to adopt as it did in Roanoke City. While they should always ask the right questions before committing, they must be ready and willing to get involved.	10/4/2019 7:33 AM
388	Collaboration with other local entities, such as the public mental health system. An individual who is not a narcissist. And individual who uses respectful language when talking about minorities and oppressed populations. An individual who is even-tempered and able to express himself without engaging in tantrums. An individual who can collaborate with the mayor and other city leaders. An individual who doesn't blame victims for their perpetrator's actions.	10/4/2019 7:32 AM
389	While it didn't rank in my personal top 3, I do think it would be ideal to find someone with experience in a similar-sized police department, serving a community with similar demographics and crime statistics. Even better if they're local (at least regionally).	10/4/2019 7:26 AM
390	someone who doesn't bash victims publicly	10/4/2019 7:26 AM
391	someone who understands violence against women and how misogyny drives violence	10/4/2019 7:20 AM
392	I think that there are many things that a police chief can learn with time. I think the most important qualities are those that cannot be learned. Just find someone who understand the importance of their words and actions. We cannot have a leader in our city blaming rape victims for drinking and going out when we know that most rapes are committed by someone the person knows and probably trusted. Someone in police work should know that. Find someone who isn't racist and understands the process by which a criminal is created. Especially in low-income communities. Find someone who doesn't think immigrants and refugees are always trouble makers and understands the trauma they have gone through. Those are things that cannot be learned. They come with an understanding and sympathetic heart.	10/4/2019 7:20 AM
393	Qualified	10/4/2019 7:18 AM

## Roanoke City Police Chief Recruitment

394	Having police officers visible patrolling all areas of the city when not on a call. Patrolling parks especially after hours. Police Chief needs to instruct officers to be seen and become familiar with city locations. There are citizens that are here to help officers. Police Chief should initiate their own survey to see how citizens are viewing his performance and the performance of officers. Police chief in addition to survey should follow up with public meetings for both communication to the public and calls for help. Problems officers are encountering for example people NOT locking their vehicles. What to do when emergency occurs requiring police intervention. Public also can ask for (general) help or concerns in their community. What issues they are encountering and the what police officer assistance they'd like to have. THE POLICE CHIEF SHOULD HAVE EXPERIENCE IN COMMUNICATING with the citizens with the goal of making the city safer and discouraging crime (crime prevention).	10/4/2019 7:15 AM
395	They should be strict when needed, approachable by the public, open minded, passionate about the communities they serve, and transparent. They should be able to hold the department accountable for their actions. They should not deny the fact the we have a drug, gang and homeless problem in the city.	10/4/2019 7:14 AM
396	Don't hire anyone from within the department. Make sure the new chief is ready and willing to tackle the issues of gun violence, gangs and drugs in the city.	10/4/2019 7:13 AM
397	Someone that cares about how the citizens of the community are treated.	10/4/2019 7:11 AM
398	Someone who is more concerned with rehabilitation than punishment. Also, someone who is unwilling to work with ICE.	10/4/2019 7:06 AM
399	A chief who understands violence against women and how misogyny and domestic violence go unchecked, ultimately leading to even more violence would be ideal. A chief with more understanding of the diverse population he or she serves would also be great.	10/4/2019 7:02 AM
400	Changing the culture of policing so that officers will be accountable for their actions with real consequences for abuses of power. Shifting the emphasis from using policing as a way to generate extra revenue for the city via quotas to preventing and stopping serious crimes. Bringing about an end to racial and gender based profiling and victim blaming.	10/4/2019 6:57 AM
401	Progressive and culturally competent.	10/4/2019 6:48 AM
402	Strong support of all personnel and of community groups is essential for this position.	10/4/2019 6:43 AM
403	The candidate needs to be out of the office and not doing so much tv time. The staff that is put in place can do budgeting, community engagements etc. The chief needs to let it be known that they expect everyone to be out doing their job not sitting in a parking lot somewhere waiting for their shift to end or the like. The chief needs to be an active participant in the Police Dept not just someone waiting to retire. Bring in a middle age person not someone who needs a couple of years before retiring.	10/4/2019 6:40 AM
404	A willingness to unlearn--and to learn and try new ways of thinking and approaches to current challenges. Thanks for the opportunity to weigh in.	10/4/2019 6:38 AM
405	Someone who is able to think outside the box to issues we are facing and understands the demands of policing in difference areas of the City; downtown vs other neighborhoods.	10/4/2019 6:37 AM
406	honest, telling the public what we need to hear not what we want to hear; Collaborative, not overly concerned with public approval	10/4/2019 6:37 AM
407	Someone who can adapt and evolve to constantly changing threats. An approach of safety and care of the community using contemporary training, skills and equipment/resources.	10/4/2019 6:37 AM
408	Someone who doesn't victim blame.	10/4/2019 6:34 AM
409	Record of success as a leader with credibility in the community.	10/4/2019 6:27 AM
410	Smart	10/4/2019 6:26 AM
411	It is important to have the public to understand that good policing starts with them. If the public does not back the police by assisting in any manner necessary, nothing will change. Turn in the criminals people! Make your city safe and a desirable place to live.	10/4/2019 6:26 AM
412	His age. I know people hire with experience (Older people ) But every generation is different. So try hire someone the kids can relate to	10/4/2019 6:24 AM
413	Someone that wants to make a better Roanoke. It's a wonderful city, unlike a lot of others.	10/4/2019 6:15 AM

## Roanoke City Police Chief Recruitment

414	Experience. Someone who can work well within the police department, with other departments, and with the courts/prosecuting attorney's office. Someone that officers, community members, business leaders, etc. will respect and can expect respect from as well.	10/4/2019 6:04 AM
415	Honesty and trauma informed	10/4/2019 6:02 AM
416	It should be done within the police force we should not have to hire somebody to pick up police chief for us that's where it should start those who wanna prank they work hard at it more than anybody we don't need an outsider	10/4/2019 6:01 AM
417	An involved approachable individual	10/4/2019 5:56 AM
418	A Chief who does not make excuses, a Chief who is not racist, or a misogynist, or a closet white supremacist, a Chief who does not blame victims of assault (rape).	10/4/2019 5:56 AM
419	Loyalty to citizens and not political affiliations.	10/4/2019 5:56 AM
420	I think we need someone who can look at trends/data and make appropriate decisions based on those as opposed to relying on personal beliefs. I would love someone who has experience bringing a community together more than just having held a position as "Chief." Our City is in an important transition phase, and we need someone who can see that and help lead us in the right direction.	10/4/2019 5:53 AM
421	Knowledge of best practices re. trauma informed care. Chris Perkins had us on a good track, let's get back on it. Can we *please* not hire another good old boy?	10/4/2019 5:52 AM
422	A Chief that is free of biases - hard to determine, but give it a try. A Chief that leads the dept.. to increase positive community relationship. Bring back an old program - (10 yrs ago?) Young folks caught with minor drug or other offences were given a choice - we have dead to rights - you can go to jail OR you can join a class, get your High School diploma, some counseling and other classes, job training. If you stay out of trouble, your record is wiped clean. A Bike patrol officer told me about it - said in the 19 juveniles at that time -only 2 repeated a crime. He seemed very proud of the program and felt it was saving some young people from future bad events. Top requirement - a great listener who considers ideas from the rank and file as well as citizens.	10/4/2019 5:49 AM
423	training and experience with Adaptive Leadership Theory /Complexity theory that examines systems under stress and how to bridge factions. Willingness to learn how theory can inform practice to engage respectfully with the community. Recommend Hollins' Batten Leadership Institute resources used by City for group or private coaching on key concepts over time.	10/4/2019 5:46 AM
424	Military background	10/4/2019 5:45 AM
425	As Roanoke continues to grow and become more diverse, the police department needs to follow the same path. Police officers in this city are unhappy with how they are compensated, compared to surrounding cities, and it shows in the quality of their work. The next police chief will need to find ways to bring the community together while holding officers accountable for how they represent the city and protect the community.	10/4/2019 5:44 AM
426	The new Chief really needs to be well diverse. Well defined in all areas of life. Up to date with the violence and how to really work well with the task force and the system to stop letting the circle continue to happen.	10/4/2019 5:44 AM
427	I certainly believe that we have men and women that currently hold upper leadership positions in the Department that have what it takes to make a great Chief. I strongly think that hiring within makes sense due to the strong working relationships they have and know first hand what the City needs.	10/4/2019 5:43 AM
428	Someone is culturally and socially competent. Someone who believes in community focused policing. Someone who engages with the community that they serve and expects officers to do so too. Someone who's approach is not violence prone. Someone who pushes for safer community for citizens. Someone who does not act out of bias and believes that their officers should not also. Someone who's diversifying the department and matches officers with communities that they can relate to or willing to truly engaged	10/4/2019 5:38 AM
429	Coming from NY I've seen senior leadership create programs and events to better educate the community and it's youth on the local police and other agencies. I think this is important	10/4/2019 5:33 AM
430	Our police department should represent the community its serving and also KNOW the people in those communities!!!	10/4/2019 5:32 AM

## Roanoke City Police Chief Recruitment

431	Someone who can build trust and accountability both within the police force and across Roanoke's diverse population. Also, someone who will help city officials understand the importance of competitive compensation for retaining and recruiting quality officers.	10/4/2019 5:29 AM
432	Someone willing to take the "Bridges out of Poverty" program, which focuses on the underlying root causes of poverty, which often lead to crime. Also, someone who has and models a strong respect for women and minorities.	10/4/2019 5:26 AM
433	Focus on COMMUNITY policing, and understand racial biases in criminal justice, along with inequity in violence against women.	10/4/2019 5:26 AM
434	Someone who understands that ways to decrease gun violence and violence against women, Not a 'boys will be boys' kind of attitude.	10/4/2019 5:23 AM
435	Community friendly	10/4/2019 5:20 AM
436	Minority	10/4/2019 5:18 AM
437	Someone who has worked in a diverse community	10/4/2019 5:18 AM
438	The current community relations and involvement, track record, and overall disposition	10/4/2019 5:13 AM
439	Consistent and predictable. Presence throughout the community is important.	10/4/2019 5:08 AM
440	A chief that has a genuine care and concern about the citizens of the city. One who is connected beyond the badge and has the trust of the people they protect and serve.	10/4/2019 5:07 AM
441	It would be great to see a police chief who is attuned to more contemporary realities of gender-based crimes, and who would be able to articulate a need for law and order alongside the need for addressing structural advantage vs. disadvantage. I checked several boxes re: concerns about relationships with local communities, etc., and clearly that is something Roanoke needs more of. Concerns about suicide in our local jail are also deeply troubling, so someone who will address that as well.	10/4/2019 5:06 AM
442	Someone the policeman can trust to support them.	10/4/2019 5:04 AM
443	That they embrace diversity in the community- refugees, different ethnicities, LGBT, etc.	10/4/2019 5:02 AM
444	What does he/she plan to do about the drug and gang problem within the city?	10/4/2019 4:57 AM
445	Someone who is responsive to the needs of women and minority communities in Roanoke.	10/4/2019 4:57 AM
446	Someone who understands misogyny and how it impacts violence against women. Someone who doesn't blame crime victims for being victims of crime. Instead holds perpetrators of crime accountable. It is not a crime to be a victim of crime. It is a crime to commit a crime. Your job is to deter/prevent crime and to arrest the criminals - not to blame the community or the victim.	10/4/2019 4:57 AM
447	Someone that see both sides of everything. Has experience is another large community that is at least the size of Roanoke. Someone that came from a larger city and knows how to handle the growing crime issues Roanoke faces as we grow into a bigger city. I don't believe a police officer that comes from a smaller community can deal with the crime that we are dealing with because we are growing so fast.	10/4/2019 4:54 AM
448	Make sure the new chief is a able and willing to tell his officers to get out of their patrol cars and actually walk around and meet the people personally in these neighborhoods. Stop riding around policing NW like it's a police state and thinking the people that live there are targets, they're HUMAN BEINGS. Also adding more police will never stop crime smh, crime will happen wherever there's poverty & drugs mixed so please stop that false narrative of "oh we're gonna hire more cops",	10/4/2019 4:31 AM
449	Someone who is active in the community, not an office desk bunny. We don't need temper tantrums at press conferences. Nor should we feel one certain culture of people is being picked on when referring to crime on the streets as a "Rap video". Let's find someone who doesn't blame victims of rape.	10/4/2019 4:18 AM
450	Someone who knows how to balance home life from the office. Someone who does not cave to pubic opinion.	10/4/2019 3:53 AM
451	For that person to be focused on law enforcement arrest diversion programs.	10/4/2019 3:26 AM
452	They need to be a good person at heart. If they are everything else will fall into line	10/4/2019 3:03 AM

## Roanoke City Police Chief Recruitment

453	NOT paternalistic misogynistic and can think outside the box with a true understanding of interpersonal violence and not have power and control issues himself as well as not allowing it in his department	10/4/2019 2:40 AM
454	The city of Roanoke made a huge mistake letting Sam Roman go to Lexington, Virginia and not offering him the best qualified to become Roanoke Police Chief. Do not make that mistake again. Whatever you have to do to get Sam Roman back to Roanoke make him our new police chief	10/4/2019 2:37 AM
455	Someone energetic, understands mental health,	10/4/2019 2:12 AM
456	Recognize that each neighborhood's experience with RPD is different and will require an individualized strategy for officers to maintain and build relationships with each community. Roanoke is too diverse and segmented in its neighborhoods for a one-size-fits-all approach. Outreach events like cookouts and park clean ups seem to be very appreciated in building rapport in communities where police may not be as welcome, historically. RPD does a great job overall. Garnering trust in innovative ways in communities that are distrustful may be the most challenging and necessary role for the new chief to implement.	10/4/2019 1:24 AM
457	Someone interested in Law Enforcement Arrest Diversion (LEAD) programs	10/4/2019 1:05 AM
458	"someone who understands violence against women and how misogyny drives violence"	10/4/2019 12:42 AM
459	An understanding of the intersection of misogyny and domestic violence; trauma-informed training; deescalation training	10/3/2019 9:25 PM
460	Someone who does not participate in victim-blaming; someone who is inclusive; someone who will be proactive and not just reactive to issues in the community - particularly downtown.	10/3/2019 9:18 PM
461	The new Chief needs to be able to back the officers of Roanoke City and provide adequate support to them as they try to deal with the overwhelming criminal problems faced in the city (shootings, drugs, gang activity, etc.). We cannot have a Chief that will bend to political nonsense and will continue to encourage/recognize officers that go above and beyond to enforce the law.	10/3/2019 9:13 PM
462	I believe the new chief should come from outside Roanoke so he/she can get rid of the current administration and bring back true police officers to Roanoke.	10/3/2019 9:02 PM
463	The next police chief needs to be someone who will stand up for his or her officers and not be afraid to tell city management when they are wrong. Someone who will not apologize for telling the public how it is just because the public doesn't want to hear the truth. A true police chief will do what it takes to best prepare his or her officers for what they may face (whether it be through uniforms, protective gear, patrol vehicles, or defensive equipment) on a daily basis. If a police chief is doing their job to the best of their ability, the men and women on the front line can properly serve and protect the community and remove criminals from the streets. However, in order for a chief to do this, they must be one who will go to bat for their officers when people want to complain just because they are anti law enforcement.	10/3/2019 8:46 PM
464	Someone who understands violence against women & how intimate partner violence works. Someone who supports harm reduction including enforcement diversion programs & supervised injection sites. Someone who can root out the misogyny and quite frankly the rapist who currently works for RPD.	10/3/2019 8:01 PM
465	Pro-police and anti-crime methods rather than the "feel good" liberal politics mindset in other jurisdictions around the country, such as New York City	10/3/2019 7:03 PM
466	The new Chief needs to be one that will hold law enforcement accountable. They should take interest in what the community needs and is concerned with . They should also be comfortable working with and policing people of all ethnic and racial background.	10/3/2019 7:03 PM
467	Someone who won't back down to the city manager or city council. Someone who values their officers and will fight to get them the raise they deserve.	10/3/2019 6:56 PM
468	Not a "yes man/woman" to city council. Christian values. Upholding the Constitution and not personal beliefs if others.	10/3/2019 6:35 PM
469	Integrity, not fascist, honest, and someone approachable especially in such an urban community	10/3/2019 6:17 PM
470	Understanding how officer disposition with individuals affects the outcome of these interactions and the dissemination of resulting feelings within particular demographics. Leads officers to abide by, respect, and communicate constitutional rights of individuals.	10/3/2019 5:55 PM

## Roanoke City Police Chief Recruitment

471	Ethical leadership, integrity and the city manager and human resources letting them lead the department and not intervene with personal beliefs to further personal careers. Our entire city leadership could use work.	10/3/2019 5:55 PM
472	To look for someone who isnt just "tough on crime", but that will use research driven methods to deter crime in an effort to better use tax dollars. Along with this working on making RPD a place that officers will want to stay at and increasing officer safety.	10/3/2019 5:26 PM
473	Work with and use state police more. When they are in town the bad guys hide. Have someone that will stand up to the Commonwealths Attorney and force them to prosecute the guys the PD constantly arrest but never get punished. Not give in to everyone trying to make things a racial issue.	10/3/2019 5:03 PM
474	Genuine desire to help.	10/3/2019 4:47 PM
475	Someone who works for his police officers	10/3/2019 4:44 PM
476	For the love of God, please hire someone that wants to be aggressive with the criminal element that has the upper hand right now in the city. Less community policing, more officers, more aggressive posture. If not, we will end up like San Fransisco or Los Angeles. It's time for the community to change their posture in a positive way towards the police instead of the other way around.	10/3/2019 4:40 PM
477	Excellent people skills and ability to work with people from all walks of life. Good listener.	10/3/2019 4:27 PM
478	Ask about plan on how to utilize police force in various areas based on community demographics and if it would be possible to assign officers from neighborhoods they live in	10/3/2019 4:27 PM
479	Holding officers accountable and building trust in all neighborhoods	10/3/2019 4:12 PM
480	Implement evidence based policies. equal treatment for all areas/people in Roanoke. Willingness to work with the community, and be respected by the police force. The chief has to often deal with competing interests, so someone who has the capacity to juggle those interests, and work equally well with all constituents.	10/3/2019 4:10 PM
481	Not only someone who is trustworthy and articulate, but someone who will hold people accountable not only officers but the community. Policing needs to be fair and unbiased so a chief cannot be one sided. This also includes working with local government. Just because city officials suggest a program or a course of action does not mean it is legal, ethical or morally correct. A chief needs to be able to stand up on hard issues no matter where they come from and not always be a yes man.	10/3/2019 4:04 PM
482	Someone who will be supported by the community for speaking the truth. In Roanoke it seems if you speak the truth you get put on the cross and the Mayor bangs in the nails.	10/3/2019 3:31 PM
483	To be from outside of the police department to not be a past employee either	10/3/2019 3:22 PM
484	Open to public contact.	10/3/2019 3:13 PM
485	Have a police chief who does not compare downtown Roanoke to a rap video or stigmatizes sexual assault victims.	10/3/2019 3:12 PM
486	Josh Johnson! He should be police chief! There is no other choice in my opinion!	10/3/2019 3:05 PM
487	That they have good morals and ethics and the ability to stand for what is right regardless the cost.	10/3/2019 2:43 PM
488	Someone who is supportive of the employees of the police department and will fight for them. Higher pay and support in this current climate will encourage more qualified applicants and reduce turnover which will benefit the community as a whole.	10/3/2019 2:32 PM
489	Someone who will stand up for what they believe the city of Roanoke needs. This chief will need to make decisions based on what is best for the safety of residents, not what a certain group of people believe is right or wants him/her to do.	10/3/2019 2:32 PM
490	Diversity	10/3/2019 2:23 PM
491	Focus. On a proven track record of community engagement, building and maintains trust and effective problem solving with the community.	10/3/2019 2:21 PM
492	Please consider candidates already working for the Roanoke City Police Dept.	10/3/2019 1:47 PM
493	MUST BACK OFFICERS IN PUBLIC AND WITH CITY COUNCIL	10/3/2019 1:47 PM

## Roanoke City Police Chief Recruitment

494	Someone like Tim Jones that will tell the truth, and not worry about hurt feelings. Someone that will let his officers to their jobs without tying their hands behind their back while still holding them accountable for unreasonableness or inadequate performance. Someone that understands that to be a Chief, they are not going to make everyone happy at once. Someone that will stand up for the citizens of this city while still maintaining accountability for CITY "LEADERS".	10/3/2019 1:42 PM
495	A Chief should have experience in a similar jurisdiction & should support their officers. If the Chief is respected by the officers, the officers will have higher morale & will in turn serve the community better.	10/3/2019 1:40 PM
496	A chief who is willing to stand up for his/her employees and understands the challenges of the new police culture.	10/3/2019 1:34 PM
497	The chief should be focused on what it takes to increase the retention of officers. Police work is an executive branch function and should operate less politically and more based on laws and criminal intelligence and strategy. Focusing on valuing the knowledge senior officers have and figuring out ways that to retain them will solve crime through innovation and save tax dollars.	10/3/2019 1:33 PM
498	Supporting the police officers in the department	10/3/2019 1:31 PM
499	Integrity, intelligence, courage.	10/3/2019 1:26 PM
500	One who is not a politician.	10/3/2019 1:00 PM
501	Being a true leader. Not forgetting where they came from starting when they started from the bottom and inspiring those who work for the department to make a better department.	10/3/2019 1:00 PM
502	Listening to officer and bettering the department	10/3/2019 12:58 PM
503	A Chief that actually listens to his officers and supervisors. Someone that is not part of the good ole boy network and will organize/promote the department based on experience and work ethic and not just on who has been there the longest.	10/3/2019 12:53 PM
504	someone who will back his police officers, engage in the community and be willing to do what is necessary to deter crime.	10/3/2019 12:49 PM
505	It's important to have a chief that represents the diverse, enriched, innovative culture that Roanoke represents. We need someone even-tempered, non-prejudice, and articulate to police our community.	10/3/2019 12:47 PM
506	Qualities of servant leadership.	10/3/2019 12:43 PM
507	Someone who is not a part of the "good ol boy" club. Someone who has innovative ways to improve morale, continue community involvement and implement crime reduction methods. A person who is even tempered and not prone to knee jerk reactions. Someone who will stand behind the men and women of the department when they are right, despite what the media and public opinion may say.	10/3/2019 12:40 PM
508	I'd like to see a chief that doesn't put politics or the politically correct culture above the job. A chief that's not going to "bow down" the politicians and run HIS department they way THEY deem fit. Nor a chief that's going to try and appease every special interest group and the community. But, WILL listen to watch they have to say. A chief that is willing to allow his officers to actually be police and enforce the law, NOT play social justice warrior for the council and city manager's pet projects. Be a chief that is a leader, not a boss. Have the ability to, not be afraid to, roll up his/her sleeves and get dirty. A chief that is willing to listen to EVERYBODY - newest rookie to most senior cop - and make changes to benefit the department and the city. I firmly believe that if the officers are happy, they'll work harder and make the city a safer place to work and live. Hire the most qualified candidate, not hire somebody to "check a box" just to (try to) show that council is "inclusive"!	10/3/2019 12:40 PM
509	You need a chief that will hold all officers to the same standards. Minority officers are currently held to more relaxed standards than a white male which leads to decreased morale and retention issues.	10/3/2019 12:33 PM
510	Someone who is able to actually retain trained police officers, rather than retraining almost the equivalent of the entire department in 4 years.	10/3/2019 12:14 PM

## Roanoke City Police Chief Recruitment

511	Consider what is important for Roanoke and it's citizens without political motivation. Some decisions will not be easy and only seeing things one sided is not best for the city. Consider when choosing the next chief what the officers in Roanoke want also. Obviously being the largest department in Virginia this side of Richmond they should be paid as such. The Chief needs to be allowed to pay these officers what they deserve not what a chart says the city thinks they deserve.	10/3/2019 12:12 PM
512	Focusing on the department personnel and moral throughout the department. Allowing officers to do their job without inhibiting their judgement. I think the department and community was better of before the reorganization and elimination of specialized units.	10/3/2019 12:08 PM
513	No (REMOVED EXPLETIVE) Liberals	10/3/2019 11:55 AM
514	A candidate that values officers as much as community members.	10/3/2019 11:41 AM
515	Finding a chief that is a well experienced chief, not a politician.	10/3/2019 11:38 AM
516	Enforce retraining exercises	10/3/2019 11:35 AM
517	That they will stand up against the liberal city council and the worthless Commonwealth Attourney	10/3/2019 11:34 AM
518	Someone who has leadership and command experience. We need to enforce the existing laws and not allow our police to become politicized by too much community group input. The community needs to be accountable as well.	10/3/2019 11:05 AM
519	Focus on the more serious crimes occurring such as murder, rape, robbery, theft, drug dens, etc. stop putting so much focus on dwi and speeding tickets. the culture of roanoke city police has always been one of almost fear and and force. become friends and allies to the community and become approachable and not create a policy of fear and us vs them.	10/3/2019 10:20 AM