

Q3 Please list up to three (3) questions you would like to ask the Interim Police Chief if you were on the interview panel.

Answered: 65 Skipped: 28

#	RESPONSES	DATE
1	What percentage of a community's public services budget do you believe a police department should have? What duties do you think the police perform that no other unarmed civil official or worker could perform instead? Would you support complete civilian/community oversight of police actions?	4/26/2021 4:38 PM
2	1) What plans do you have to stop the disproportionate arrests of black/brown people in Fairfax compared to the percent they makeup of the community? 2) What plans do you have to train your officers to de-escalate interactions with the mentally ill? With minors? 3) How do you plan to make EVERYONE in the community feel SAFE in your officers' presence rather than nervous and scared? When I was 14yo (I grew up in Fairfax, this would've been around 2002) I called the police when I was home alone because I thought I heard a stranger walking around my house (it turned out to be PG&E), and they arrived guns drawn and tried to shoot my golden retriever. I have not felt safe around Fairfax police since then.	4/26/2021 4:18 PM
3	1. What will you do to help Black and Brown people who may feel unwelcomed and unsafe as residents/visitors to feel assured/confident that they are equally treated and protected under the law in Fairfax as their white counterparts? 2. Do you have experience including community in developing policy that impacts that community? Can you give us an example? 3. Do you have experience investigating alleged hate crimes against people of protected classes? If not, will you and your department support trainings on how to investigate hate crimes if one has not been provided in the past?	4/26/2021 3:49 PM
4	What will you do to help people who you do not perceive as white who may feel unwelcome and unsafe as residents/visitors to feel assured/confident that they are equally treated and protected under the law in Fairfax as their white counterparts? Do you have experience including community (including Black and non-white immigrants) in developing policy that impacts that community? Can you give us an example? Are you open to have a series of training workshops focusing on diversity, engagement, accountability and reform, taught by professional people of color in the industry?	4/26/2021 12:58 PM
5	1. What will you do to help Black and Brown people, and others that are not perceived as white, who may feel unwelcome and unsafe as residents/visitors to feel assured/confident that they are equally treated and protected under the law in Fairfax as their white counterparts? 2. Are you open to have a series of training workshops focusing on diversity, engagement, accountability and reform, taught by professional people of color in the industry? 3. Do you have experience investigating alleged hate crimes against people of protected classes (including Black and non-white immigrants)? If not, will you and your department support trainings on how to investigate hate crimes if one has not been provided in the past? 4. Do you have experience including community in developing policy that impacts that community? Can you give us an example? 5. Do you support the use of law enforcement funds to hire mental health or similar non-law enforcement professionals to assist and support in de-escalation strategies/tactics in lieu of standard arrests for minor infractions, disturbances and disputes? And: What is your position/view on the use of military equipment for policing in this town? Are you willing to discuss alternatives to armed Policing? What is your stance on requiring Officers to train in and use deescalation practices? What are your strategies to address implicit bias in the Fairfax Police Department? How would you plan to make Fairfax a city with a police department without weapons? How will you grow Fairfax's capacity to respond to mental health crises with trained service workers without weapons or violence? Do you see a path toward including greater mental health services as part of promoting Public Safety? What would the future of the Fairfax Police Department look like if there were non-police mental health service providers available to respond to Mental Health emergencies? How supportive are you of requiring mental health service training for officers? What other services can you envision that would support the community that are outside the formal training and development of Police Officers? These are all extremely important questions, please include them all in the process	4/26/2021 12:56 PM

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in the interest of the community. This is too important to limit the public's ability to ask questions to only 3.

6	1. Describe steps you would take to include greater mental health services as part of promoting Public Safety? 2. What experience do you have requiring Officers to train in and use deescalation practices? 3. What are your strategies to address implicit bias in the Fairfax Police Department?	4/26/2021 12:54 PM
7	How do you see the transition into a public safety system that doesn't operate through violence? Do you believe it is more important to fund resources which prevent crime or to support resources that respond to crime? How does policing need to shift in order to be equitable and end violence against people of color?	4/26/2021 12:26 PM
8	What will you do to help Black and Brown people, and others that are not perceived as white, who may feel unwelcome and unsafe as residents/visitors to feel assured/confident that they are equally treated and protected under the law in Fairfax as their white counterparts? Do you have experience investigating alleged hate crimes against people of protected classes (including Black and non-white immigrants)? If not, will you and your department support trainings on how to investigate hate crimes if one has not been provided in the past? Do you support the use of law enforcement funds to hire mental health or similar non-law enforcement professionals to assist and support in de-escalation strategies/tactics in lieu of standard arrests for minor infractions, disturbances and disputes? Are you open to have a series of training workshops focusing on diversity, engagement, accountability and reform, taught by professional people of color in the industry?	4/26/2021 12:19 PM
9	Do you have a daily morning prayer or meditation practice? What do you like most about Fairfax? Are you able to see yourSelf in others and to love and serve all people?	4/26/2021 11:48 AM
10	How skilled are you at handling and managing intense stress and possible fear triggers? When was a time you had to demonstrate this? Please describe.	4/26/2021 8:22 AM
11	1. How many have you had to draw your gun while working in Fairfax? 2. Would you consider having officers not carry guns, but tasers instead? Leaving the gun locked securely in the police vehicle. 3. Would consider having a crisis response team, with trained professionals, to attend the mental health calls instead of a police officer?	4/26/2021 4:09 AM
12	How do you intend to demilitarize amen reallocate funds while you are FX chief of police?	4/25/2021 11:53 PM
13	How will you end the racial profiling that does occur in Marin? How will you prevent police attacks on homeless people and their encampments?	4/25/2021 11:23 PM
14	1) how do you approach getting to know the town's people here and become a true part of the community? 2) What is your philosophy with the level of engagement and priority of non-escalation in different types of response calls? 3) Besides officers, what are the other positions you believe should be part of the department response for requests that are non-criminal such as mental health concerns?	4/25/2021 11:20 PM
15	Are officers provided with ongoing and up to date statistics of police violence against minorities? What percentage of your police officers on patrol actually live in the neighborhoods they patrol? Are police officers allowed to shut off their body cams? If they do shut them off what do you do?	4/25/2021 10:35 PM
16	1. Can you explain the policy of Defunding the Police as laid out by Black leaders across the country? 2. Could/would you manage a Public Safety Department where there were only two traditional police officers who investigated only violent crimes? 3. As an employee of a town that is striving to be more antiracist, please speak about where racism and bias shows up in the Fairfax Police Department and what work are you doing to explore your own racism?	4/25/2021 10:31 PM
17	1. Are there calls answered by Fairfax Police that you feel could be better handled by unarmed mental health/addiction/traffic/etc. specialists? 2. In what ways do you feel that the institution of policing could improve in the a) the United States as a whole and b) in Fairfax? 3. Are you willing to participate in a substantial alteration of the way that public safety is organized within Fairfax, such that the police report to a larger public safety body that has antiracism, equity, mental health, and basic human needs as its core safety values?	4/22/2021 6:43 PM
18	What are your ideas about ways the FPD can contribute directly to making Fairfax a welcoming, inclusive anti-racist Town?	4/22/2021 6:24 PM
19	Please identify 1 (or 2?) incident(s) in which you were the incident commander - or significant	4/22/2021 5:25 PM

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responsible officer - in the standoff situation: 1) How did you identify whether the potential violator was the aggressor or the potential victim? 2) How did you diffuse the situation to eliminate the threat of violatence of this situation? 3) how did you identify whether the potential violator was suffering from mental challenges rather than acting with potential malice?

20	How do you view and/or handle situations where Nimby-ism is at play? For example, someone calls the police because of a suspicious looking person of color wearing a hoodie in their neighborhood at night. How would you respond to the person who called in? How do you see potential for organizations practicing alternative and preventative public safety to collaborate with the FXPD?	4/22/2021 1:44 PM
21	How will you hire the right police officers for our town? What role do the police have in our community	4/21/2021 8:50 PM
22	1. Do you have experience including community in developing policy that impacts that community? Can you give us an example? 2. What's your position on qualified immunity? 3. How aware are you of and what is your willingness to discuss racial equity and social justice issues?	4/21/2021 5:52 PM
23	How well do you listen to the marginalized communities? What is the role of police when dealing with domestic violence? When dealing with hate crimes? When dealing with mental health issues?	4/20/2021 9:29 PM
24	1. How would you involve your officers in becoming known members of the fairfax community? 2. What is your plan for providing transparency to the community regarding traffic stops and calls for service? 3. What was the last book you read?	4/20/2021 3:45 PM
25	How do we, as citizens, help our police? It needs to go both ways to build community. How can we get the kids in town to know the members of the force and be able to have easy conversation or discussion? Come to a ball game, hang at the skate park, walk a beat.	4/20/2021 10:17 AM
26	How many major crimes task force cases are there currently? Are there currently enough staff to put into effect emergency measures in case of wildfire?	4/20/2021 9:12 AM
27	Speed humps. How do you feel about speed humps? Would you be in favor? I think we need them here.	4/20/2021 8:29 AM
28	How do you convey your philosophy of policing to your staff? How do you communicate with the community? How do you communicate with the city council and staff of fairfax? Flexible yet strong	4/19/2021 9:18 PM
29	Are you and the police force trained in crisis intervention techniques? Are you familiar with Autism and bipolar disorder? Other psychiatric disorders?	4/19/2021 6:24 PM
30	Will you continue to treat people rudely and disrespectfully like you have in the past? Will you continue to allow officers underneath you to abuse their authority and violate people's rights like you have done to members of the community in the past? Will you be able to fix your bad attitude if you become chief?	4/19/2021 5:32 PM
31	1. Do you support the use of law enforcement funds to hire mental health or similar non-law enforcement professionals to assist and support in de-escalation strategies/tactics in lieu of standard arrests for minor infractions, disturbances and disputes? 2. What are your strategies to address implicit bias in the Fairfax Police Department? 3. How willing are you to discuss the inclusion of Social Services into the Town of Fairfax budget in tandem to the Police Department?	4/19/2021 1:09 PM
32	Why do you want to work here? What does the future of policing/public safety look like? How have you involved the community in policing previously?	4/18/2021 8:19 AM
33	1.Does the police force have SWAT/riot gear? If so, why? 2. Does the police force have tasers? If so, why? 3. Does the police force have pepper spray? If so, why?	4/13/2021 11:56 AM
34	1) What, in your opinion, makes an effective law enforcement leader? Provide real life examples. 2) Define your goals as police chief - for yourself, for department personnel and policies, and for public safety in, of, and for the community.	4/12/2021 11:57 PM
35	What character traits do you wish you had. What ones are you proud that you do have? Why do like what you do, and how would you like to make improvements?	4/12/2021 10:16 PM
36	1. Tell us your strategy for having your officers become personalized with the community. 2.	4/12/2021 8:39 PM

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The Town Council recently removed \$100,000 to go to RESJ, tell us about how you would express leadership in this area of policing and equity? 3. Under normal conditions there are three or more operating bars downtown, each with live music, alcohol, and often we get complaints about loud sound, and people driving to and from the establishment, what is your leadership style around interacting with the bar, patrons, and adjoining property owners.

37	See number 2. Please ask questions related to this.	4/12/2021 8:28 PM
38	Can you relocate to or do you now live in Fairfax? Three references re character and experience. Rather than weaknesses, what areas re the job would you like to strengthen? How would you go about doing that?	4/12/2021 7:55 PM
39	What specifically draws you to Fairfax and why would you like to lead our town's police force? What experience do you have with institutional racism and how would you address institutional racism in our small community? Given the unique features of our town, how would you see your position here being different than your last place of employment?	4/12/2021 7:54 PM
40	1. Is pepper spray going to be available to police? Why? 2. Are tasers going to be available to police? Why? 3. Are assault weapons going to be available to police? Why?	4/12/2021 6:40 PM
41	Do you support the use of law enforcement funds to hire mental health or similar non-law enforcement professionals to assist and support in de-escalation strategies/tactics in lieu of standard arrests for minor infractions, disturbances and disputes?	4/12/2021 4:21 PM
42	What's your position on qualified immunity? What would the future of the Fairfax Police Department look like if there were non-police mental health service providers available to respond to Mental Health emergencies? How would you handle or advise others to handle of acts of anti-semitism or other racially motivated hate crimes?	4/12/2021 1:34 PM
43	1- What will you do to help Black and Brown people, and others that are not perceived as white, who may feel unwelcome and unsafe as residents/visitors to feel assured/confident that they are equally treated and protected under the law in Fairfax as their white counterparts? 2- Are you willing to discuss alternatives to armed Policing and will you advocate your officers police without firearms? 3- Do you support the use of law enforcement funds to hire mental health or similar non-law enforcement professionals to assist and support in de-escalation strategies/tactics in lieu of standard arrests for minor infractions, disturbances and disputes?	4/12/2021 1:12 PM
44	What has been most challenging for you in the last year? What do you want to see strengthened in the current force?	4/12/2021 11:37 AM
45	1) What, if any, changes in policing would make Fairfax a more racially equitable town? 2) What solutions outside of policing do you think would help make Fairfax a more racially equitable town--and how can those solutions be coordinated with changes in policing? 3) How can we educate the public about when it is, and is not, appropriate to call for police intervention vs. other solutions to conflict or suspicions?	4/10/2021 5:25 PM
46	What are your experiences in the past that qualify you to be a chief in Fairfax? Why do you want to be in Fairfax? What is your commitment to our community? What challenges do you see in our community?	4/9/2021 9:08 PM
47	How would you direct your officers to handle a psychiatric crisis? Would you recommend the creation of a County psychiatric intervention officer position to handle such crises?	4/9/2021 3:14 PM
48	Are up open to having psychiatric social workers or psychologist on call 24/7 Are you willing to make sure the Parkade does not turn into a gathering place for pot smokers Are you willing to have officers patrol the entire town with routine rides through all neighborhoods	4/9/2021 2:21 PM
49	How would you go about increasing foot patrols? I've lived in town 45 years and used to see and get to know officers. That isn't the case now and I'd like to see it return.	4/9/2021 1:48 PM
50	What would you change in the police department? What would you keep the same? What's the biggest issue facing the Fairfax Police Department and how do you plan to fix it?	4/6/2021 10:10 AM
51	1) when drug use is suspected at a home and it is impacting neighbors, what is your approach? 2) when abuse is suspected at a home and neighbors continue to call in their concerns but they have no proof, what is your approach? 3) Real situation currently in Fairfax: how would address a problem home that's been visited many times by the police, and even had a young man tragically die inside of it from of an overdose? The drug deals continue. Would you put a unmarked watch car on the house? Would you send social services over	4/5/2021 11:49 PM

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more? Would you call the rental home's owner to inform him of the tenant issues? Because this problem continues and we need a better approach.

52	We've had a few incidents of over-policing or apparent police bias and also of racial/ethnic harassment - not by police - in Fairfax in recent years. Could review how those incidents were handled and how you think the response could have been better? Do you think the Fairfax police would benefit by a boost in the budget for more social/mental health response training? What is your outlook on substance abuse in general and underage drinking in Fairfax - how policing could or should respond, what we could do to improve?	4/5/2021 6:38 PM
53	Why did you chose to work here and why have you stayed, and why do you want to be chief.	4/5/2021 9:25 AM
54	1. What services do you believe police should be responsible for providing, and which could be handed off to alternative service departments? 2. Have you attended, or do you plan to attend, training in implicit bias and racial equity in policing? If so, what was your take-away, and how often do you think active duty officers should be required to attend these trainings? 3. In what ways do you think law enforcement reform, and partial redistribution of law enforcement funding to new service departments, could be beneficial to both the officers in uniform and the civilian citizens?	4/3/2021 6:52 PM
55	Are you willing to let the police budget decrease so that alternatives to policing can be funded?	4/3/2021 8:29 AM
56	What will it take to start ticketing bikers in downtown and around neighborhoods?	4/2/2021 8:04 AM
57	1. Are you willing to stay here as Chief? 2. How have you managed to keep up the morale over the last year? 3. How long would you be willing to stay?	4/1/2021 9:42 PM
58	1. Why can't we enforce traffic laws for bicyclists?	4/1/2021 3:23 PM
59	Why don't we see cops walking the neighborhoods? Why when I fell and broke my arm was the first question asked by the responding policeman "how old are you" That I'm 69 years old have any bearing on assistance	3/30/2021 11:40 AM
60	1. Will you walk around town, meeting people and business owners ? 2. Will you enforce mandatory guidelines (wear masks, social distance, riding skate boards on the sidewalk) 3. Monitor the Parkade.	3/29/2021 8:45 PM
61	1. What would you do at 2 a.m. if someone was sleeping in their RV in a spot that is not allowed? 2. How would you handle a call from a woman who claimed that her husband is threatening her, but the husband denies it? 3. What are the 3 most important qualities you think a police chief needs? 3.	3/29/2021 8:17 PM
62	Why do you want to work in Fairfax	3/29/2021 6:31 PM
63	what is your attitude toward the mentally ill and others with drugs/alcohol addiction	3/29/2021 6:31 PM
64	What is your experience working with individuals who have developmental disabilities and/or mental health needs? How do you personally pause and scan a scene when responding to an emergency to check for any bias that may have affected the call or escalated the situation? How do you train your staff to approach emergencies with the same sensitivity? Have you ever been involved in, or witness to an incident where excessive force was used, or where an officer abused their power? What did you do? How has this changed your approach to your career? What is your attraction to working in a small community like Fairfax? What do you see as your role in a town like this?	3/29/2021 6:29 PM
65	What are your most important values in the performance of your job Why do you feel you are well qualified for this position What are your top 2 goals for the Department in 2021	3/29/2021 6:25 PM