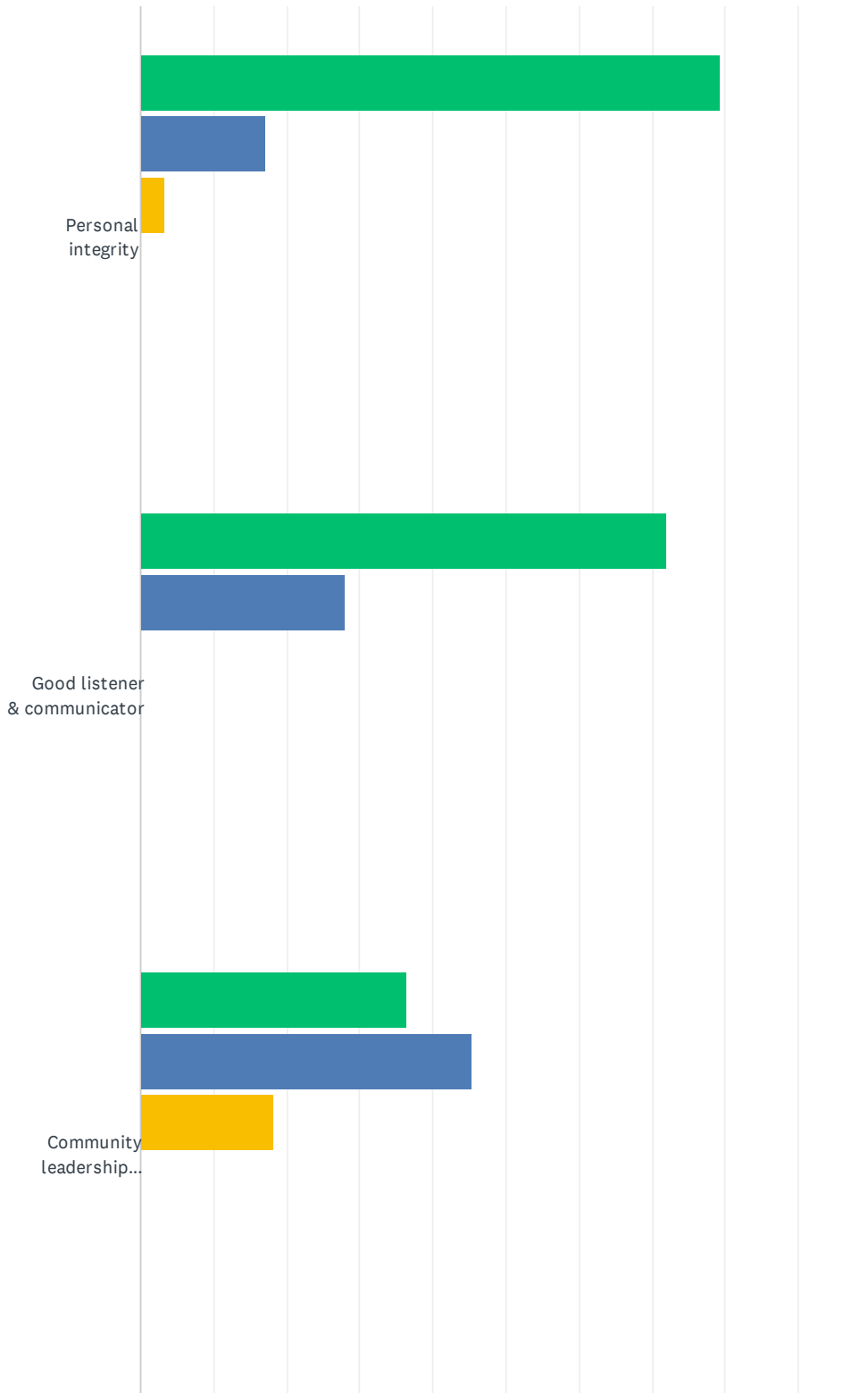
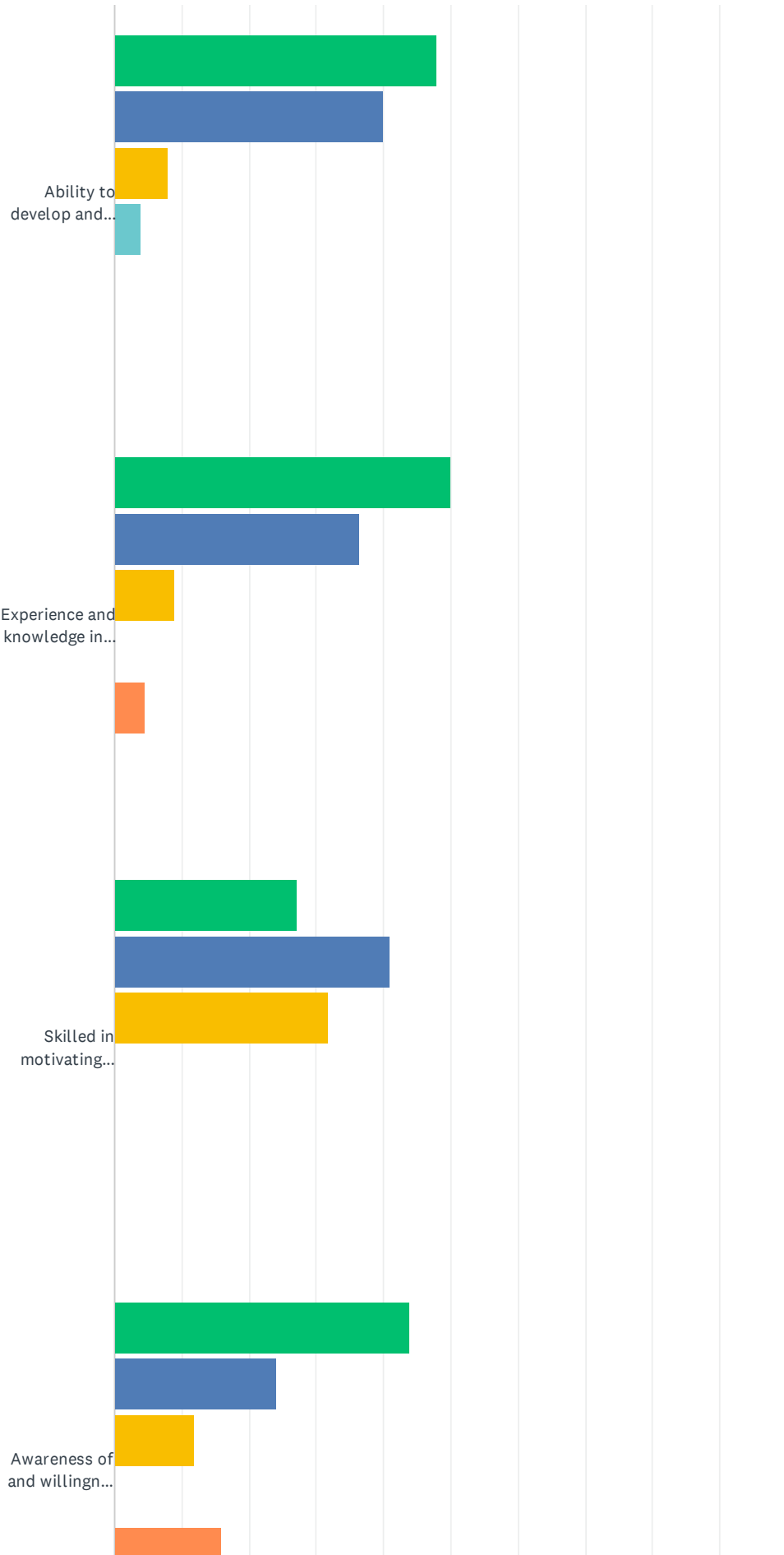


Q1 In consideration of the next Police Chief, please select the level of importance for each of the leadership qualities and characteristics listed below. Please mark which qualities you deem to be a top priority (please select no more than 3).

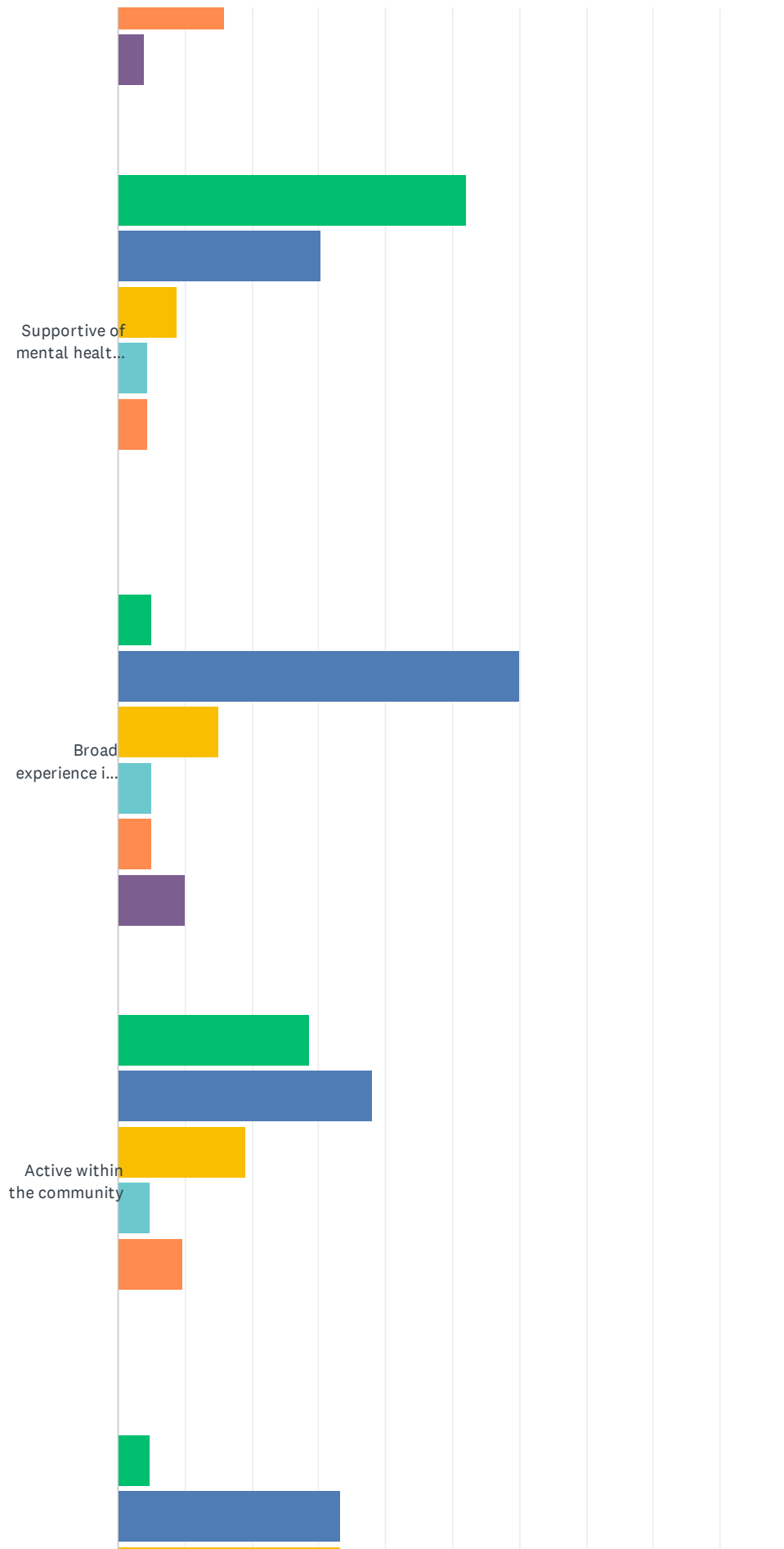
Answered: 31 Skipped: 2



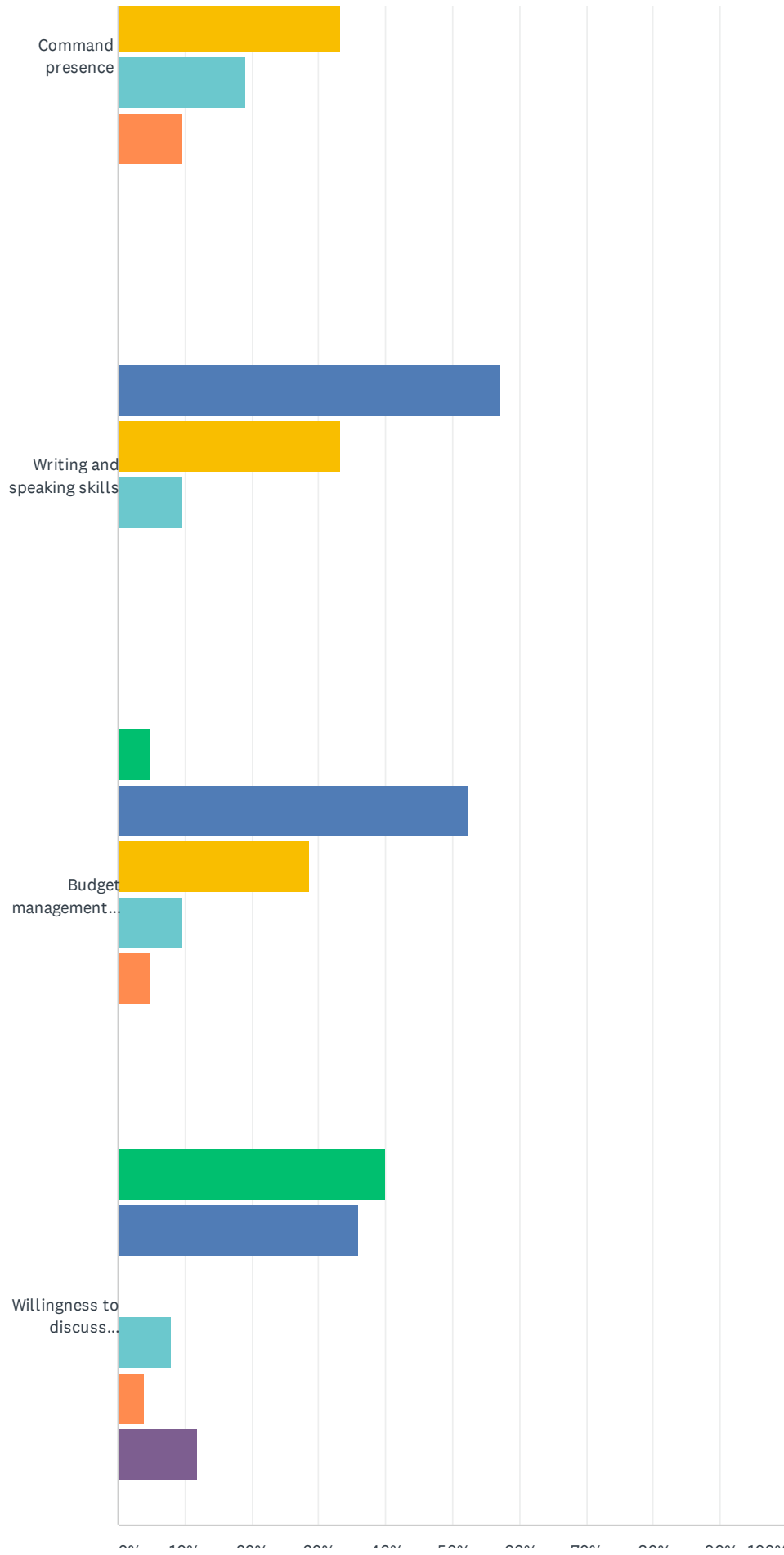
Police Chief Survey



Police Chief Survey



Police Chief Survey



Police Chief Survey

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

- Top Priority
- Very Important
- Important
- Neutral/Unsure
- Somewhat Important
- Not Important

Police Chief Survey

	TOP PRIORITY	VERY IMPORTANT	IMPORTANT	NEUTRAL/UNSURE	SOMEWHAT IMPORTANT	NOT IMPORTANT	TOTAL	WEIGHT AVERAG
Personal integrity	79.31% 23	17.24% 5	3.45% 1	0.00% 0	0.00% 0	0.00% 0	29	1.
Good listener & communicator	72.00% 18	28.00% 7	0.00% 0	0.00% 0	0.00% 0	0.00% 0	25	1.
Community leadership qualities	36.36% 8	45.45% 10	18.18% 4	0.00% 0	0.00% 0	0.00% 0	22	1.
Ability to develop and retain positive relationships with community members (e.g., residents, organizations, businesses, etc.).	48.00% 12	40.00% 10	8.00% 2	4.00% 1	0.00% 0	0.00% 0	25	1.
Experience and knowledge in emergency management	50.00% 11	36.36% 8	9.09% 2	0.00% 0	4.55% 1	0.00% 0	22	1.
Skilled in motivating staff	27.27% 6	40.91% 9	31.82% 7	0.00% 0	0.00% 0	0.00% 0	22	2.
Awareness of and willingness to discuss racial equity and social justice issues	44.00% 11	24.00% 6	12.00% 3	0.00% 0	16.00% 4	4.00% 1	25	2.
Supportive of mental health training for officers	52.17% 12	30.43% 7	8.70% 2	4.35% 1	4.35% 1	0.00% 0	23	1.
Broad experience in police management	5.00% 1	60.00% 12	15.00% 3	5.00% 1	5.00% 1	10.00% 2	20	2.
Active within the community	28.57% 6	38.10% 8	19.05% 4	4.76% 1	9.52% 2	0.00% 0	21	2.
Command presence	4.76% 1	33.33% 7	33.33% 7	19.05% 4	9.52% 2	0.00% 0	21	2.
Writing and speaking skills	0.00% 0	57.14% 12	33.33% 7	9.52% 2	0.00% 0	0.00% 0	21	2.
Budget management skills.	4.76% 1	52.38% 11	28.57% 6	9.52% 2	4.76% 1	0.00% 0	21	2.
Willingness to discuss alternative	40.00% 10	36.00% 9	0.00% 0	8.00% 2	4.00% 1	12.00% 3	25	2.

Police Chief Survey

police
practices
and/or
alternative
service
models.

Q2 Other qualities you would like:

Answered: 22 Skipped: 11

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: 23 Skipped: 10

Q4 Please list up to three (3) issues you believe are the most significant public safety concerns within the Town of Fairfax.

Answered: 27 Skipped: 6

Q5 Please list up to three (3) services/tasks that you believe the Fairfax Police Department excels in providing to the community.

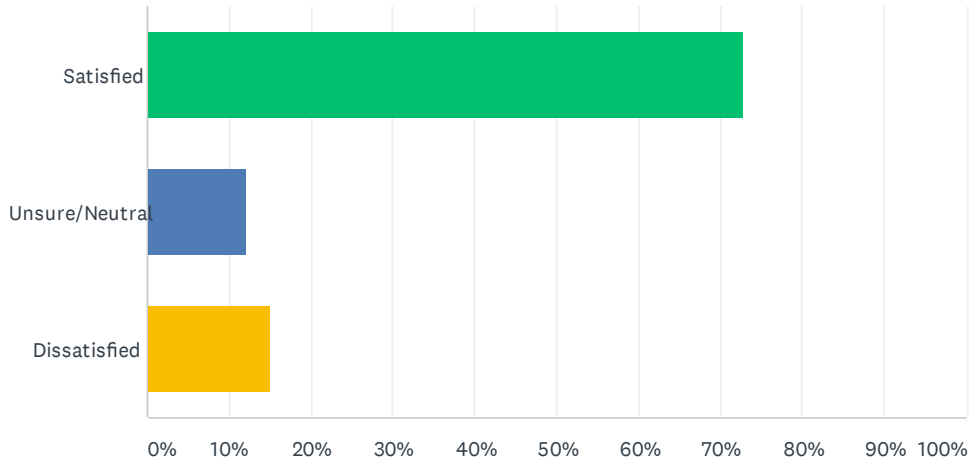
Answered: 21 Skipped: 12

Q6 The Town's Racial Equity and Social Justice Committee ("RESJ") formed a Police Practices and Public Safety Alternatives subcommittee ("PPPSA") to examine/explore policing practices and services as well as alternative service models. What are your thoughts regarding rethinking or reimagining police services? Are there specific services or models you would like the PPPSA to discuss and/or explore? Comments (limit 750 characters/approx. 125 words):

Answered: 29 Skipped: 4

Q7 Please indicate your overall satisfaction with the Fairfax Police Department.

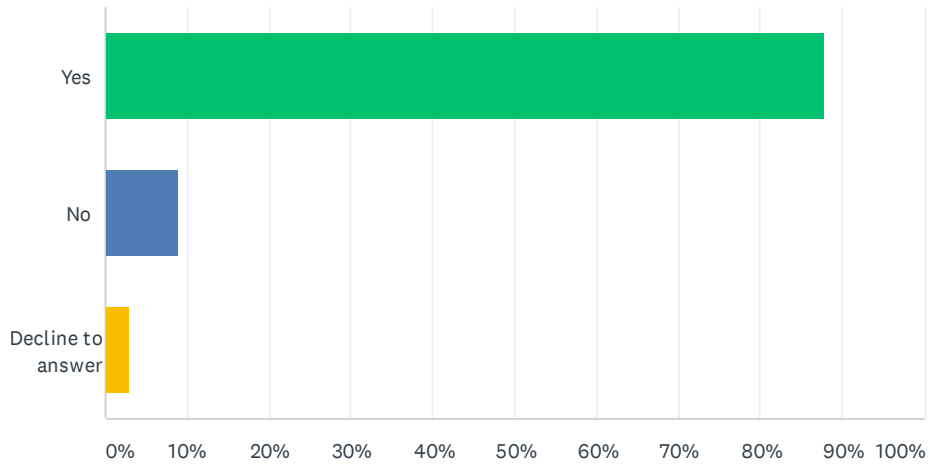
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	72.73%	24
Unsure/Neutral	12.12%	4
Dissatisfied	15.15%	5
TOTAL		33

Q8 Are you a Fairfax resident?

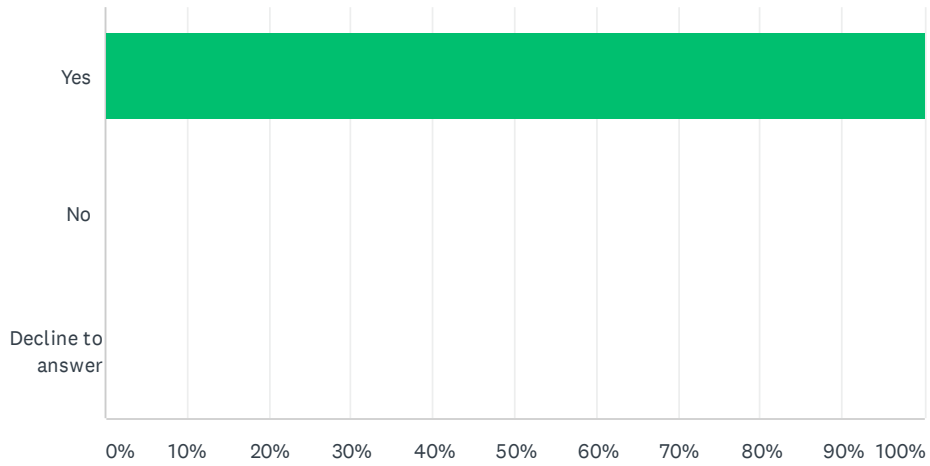
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	87.88%	29
No	9.09%	3
Decline to answer	3.03%	1
TOTAL		33

Q9 Are you a business owner and/or work in town?

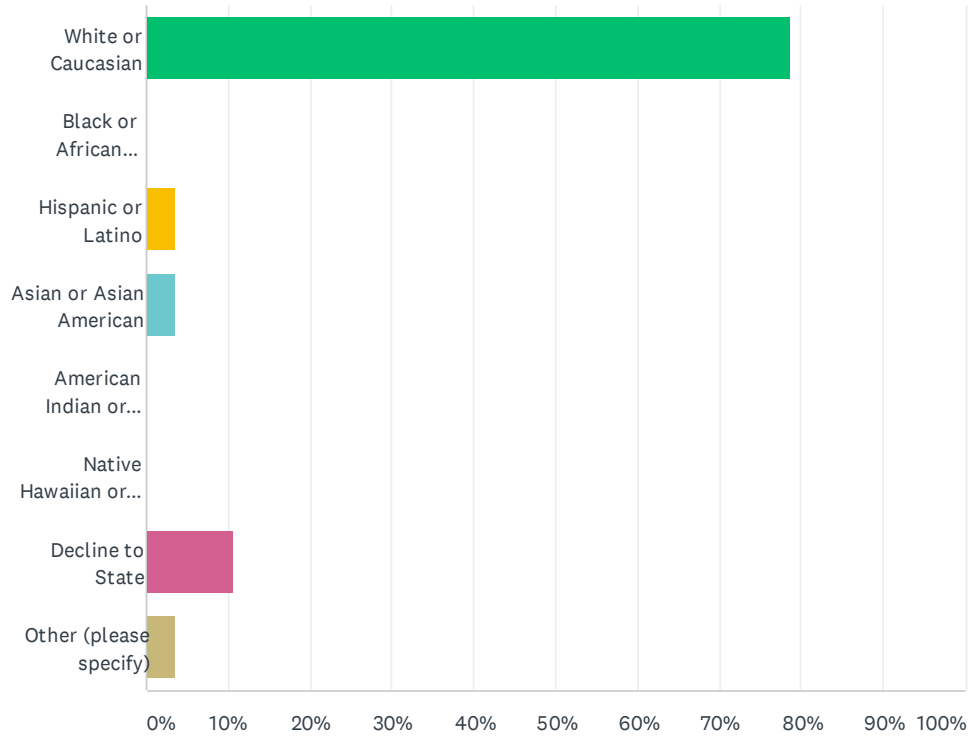
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	33
No	0.00%	0
Decline to answer	0.00%	0
TOTAL		33

Q10 What is ethnicity?

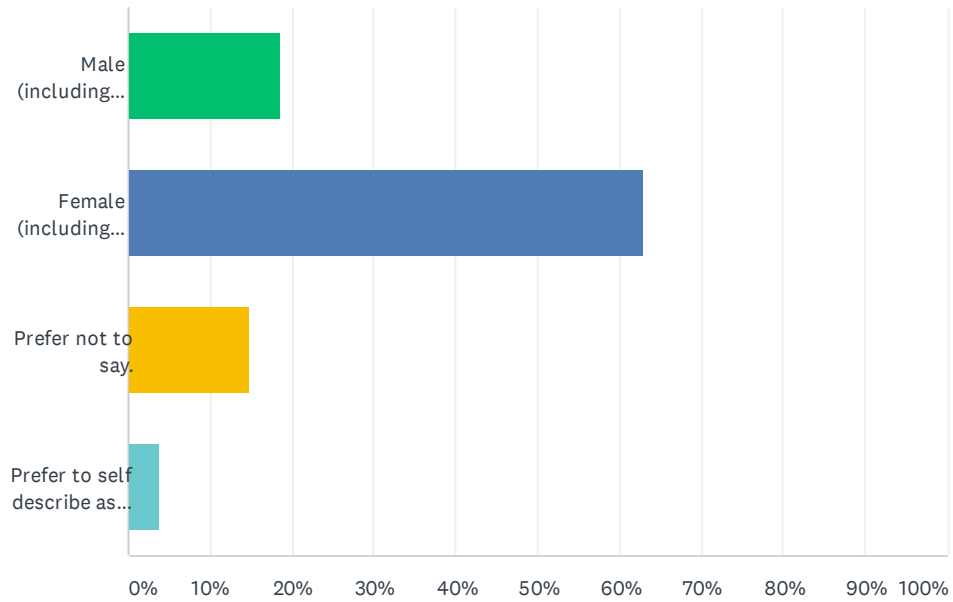
Answered: 28 Skipped: 5



ANSWER CHOICES	RESPONSES	
White or Caucasian	78.57%	22
Black or African American	0.00%	0
Hispanic or Latino	3.57%	1
Asian or Asian American	3.57%	1
American Indian or Alaska Native	0.00%	0
Native Hawaiian or other Pacific Islander	0.00%	0
Decline to State	10.71%	3
Other (please specify)	3.57%	1
TOTAL		28

Q11 How would you describe your gender?

Answered: 27 Skipped: 6



ANSWER CHOICES	RESPONSES	
Male (including transgender men)	18.52%	5
Female (including transgender women)	62.96%	17
Prefer not to say.	14.81%	4
Prefer to self describe as _____ (non-binary, gender-fluid, agender, please specify)	3.70%	1
TOTAL		27

Q12 Optional: Please enter your contact information if you would like to be informed about future Town questionnaires.

Answered: 10 Skipped: 23

ANSWER CHOICES	RESPONSES	
Name	90.00%	9
Company	0.00%	0
Address	90.00%	9
Address 2	10.00%	1
City/Town	90.00%	9
State/Province	100.00%	10
ZIP/Postal Code	100.00%	10
Country	0.00%	0
Email Address	90.00%	9
Phone Number	0.00%	0

Police Chief Survey

Q2 Other qualities you would like:

Answered: 22 Skipped: 11

#	RESPONSES	DATE
1	A police chief who has a visionary outlook as to what policing can look like and who is creative and willing to work with the PPPSA Subcommittee with full transparency and humility on reimagining public safety.	4/26/2021 3:49 PM
2	Experiences working with town/city management and police unions to achieve meaningful reform to status quo police practices, especially when it comes to finding ways to maintain satisfactory service levels on lower budgets.	4/26/2021 12:58 PM
3	Skill/willingness to collaborate with other community agencies concerned with community public health and safety (Mental Health, agencies serving the homeless, etc.)	4/26/2021 12:54 PM
4	Compassion Open-mindedness Tolerance Commitment to racial and social justice	4/25/2021 11:23 PM
5	Lives within Fairfax and becomes part of the community.	4/25/2021 11:20 PM
6	Ability to reflect upon problems with the institution of policing as it currently stands (and its problematic roots); ability to acknowledge that many town issues currently handled by police could be served better by professionals with different expertise/skillsets; ability to acknowledge the importance of activism for the health of the community; clear willingness to welcome community/citizen oversight, ability to withstand a measure of critique about policing practices and policies; willingness to maintain complete community transparency regarding all policing data; willingness to discuss changes in policy as determined by community.	4/22/2021 6:43 PM
7	Responsive and open to difficult community requests, willingness to be challenged, open door policy	4/22/2021 6:24 PM
8	Willingness to collaborate with other organizations practicing alternative and preventative public safety models. Prioritizes changing the culture of Nimbyism in our communities.	4/22/2021 1:44 PM
9	Friendly, on the ground and around town. Let's get out of the cars and greet people.	4/20/2021 10:17 AM
10	I want someone who is familiar with the town and wants to work here.	4/16/2021 4:13 PM
11	Kind. Having good eye contact, and compassion. And not being influenced by politics.	4/12/2021 10:16 PM
12	COVID-19 anti-maskers protestors downtown and public health taking a stand to require 6' distance and masks, then ok to protest.	4/12/2021 8:39 PM
13	1. Awareness and experience relating to domestic violence prevention and intervention. 2. Familiarity and experience with management that includes community-based policing strategies	4/12/2021 7:54 PM
14	NON VIOLENT POLICING, RACIAL EQUITY AND INCLUSION, INCLUSION OF MENTAL HEALTH/ SOCIAL SERVICES IN THE DEPARTMENT	4/12/2021 1:12 PM
15	Innovator--open to new ideas. Understanding of the role of race and class on policing disparities through reflection and/or lived experience.	4/10/2021 5:25 PM
16	Common sense. Developing a procedure for dealing with calls for mental health related/5150 type situations rather than sending out armed officers. A calm demeanor. And demonstrating kindness in how he deals with all members of the public including those that will be arrested.	4/9/2021 2:21 PM
17	A chief that supports their staff and is willing to implement their suggestions	4/6/2021 10:10 AM
18	Obeys constitution and rule of law	4/5/2021 6:06 PM
19	Someone who wants to be here (like our INterim Chief) not someone just "looking" for a chief job.	4/5/2021 9:25 AM
20	Would like the Chief to have experience with our Community	4/1/2021 9:42 PM

Police Chief Survey

21	Familiarity with Fairfax and its residents. Experience in Fairfax.	3/29/2021 6:31 PM
22	Experience and familiarity with the Town of Fairfax. Understanding our Town's values and culture	3/29/2021 6:25 PM

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: 23 Skipped: 10

#	RESPONSES	DATE
1	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
2	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
3	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
4	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
5	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
6	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
7	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
8	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
9	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
10	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

Police Chief Survey

11	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
12	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
13	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
14	1. Tell us your strategy for having your officers become personalized with the community. 2. 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.	4/12/2021 8:39 PM
15	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
16	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
17	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
18	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
19	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
20	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
21	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
22	Why do you want to work in Fairfax	3/29/2021 6:31 PM
23	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

Q4 Please list up to three (3) issues you believe are the most significant public safety concerns within the Town of Fairfax.

Answered: 27 Skipped: 6

#	RESPONSES	DATE
1	1. The practice of responding to nonviolent conflicts or traffic violations with armed police officers. 2. The hyper alertness and consequent feeling of dis-ease that Black visitors feel when they come to to Fairfax. 3. The pushback that has arisen from our community members and the Police Department itself as many people lean into reimagining public safety.	4/26/2021 3:49 PM
2	Hate speech and other hate crimes Mental health Violent crimes including sexual assault	4/26/2021 12:58 PM
3	1. Anti-mask demonstrations 2. Law enforcement approach to mental health crises (as opposed to referring to Mental Health or utilizing mental health training) 3. Law enforcement approach to homeless crises (as opposed to referring to agencies serving the homeless)	4/26/2021 12:54 PM
4	A lack of diversity creates a white and unchallenged population which fosters ignorance and racism, posing a threat to any POC citizens, workers, and passerbyers. Having a police force that responds to the majority of calls with guns, while the problems at hand are trivial, is a situation primed for violence. We must prevent police brutality before it happens.	4/26/2021 12:26 PM
5	1. Driving safely down our very crowded streets. 2. The safety of children.	4/26/2021 4:09 AM
6	Deescalation of police interactions with residents Covid safety in public spaces Reckless driving	4/25/2021 11:23 PM
7	- Police responses become blind to race color or creed - safety of the community comes first. -	4/25/2021 11:20 PM
8	1. Racism and bias in policing 2. The scope of the Police Department is too large. A lot of the services they provide could be handled by specialists (social workers, mental health experts, addiction counselors) in a safer and more efficient manner. 3. The significant cost of Fairfax Police Department paralyzes the Town budget and prevents services and funding of projects that could really help folks.	4/25/2021 10:31 PM
9	1. Need for low income housing/mental health/healthcare 2. Fire danger/climate change 3. Food insecurity	4/22/2021 6:43 PM
10	*Youth Drug use *Lack of services and police expertise in building relationships to assist the Un-housed	4/22/2021 6:24 PM
11	Lack of resources for people experiencing mental health issues/substance issues. Lack of spaces and activities for adolescents in the community (praise the skate park!)	4/22/2021 1:44 PM
12	Emergency services Managing small town concerns- not national/international issues Fair policing and transparency in decision making	4/22/2021 10:07 AM
13	1. Policing 2. racist Fairfaxians 3. anti-maskers	4/21/2021 2:54 PM
14	Petty theft. How many bikes have been stolen!? We're lucky that that is one of our big problems, but Fairfax is a huge target for bike theft and it would be great to have a strategy to stem the flow of bikes out of our town...	4/20/2021 10:17 AM
15	returning Cascade Drive to its original striping, assuring temporary dining structures in town are just that...temporary.	4/16/2021 4:13 PM
16	We need more Police patrolling neighborhoods. Get to know us better. Rash driving is on the increase. Connect more with other town PD's to get ideas and establish relationships with others. Maybe we could use some social gatherings - like "Coffee with the Cops" - community meetings.	4/12/2021 10:16 PM
17	1. Vehicle-pedestrian-bicycle safety. 2. Fire evacuation. 3. Increasing population downtown when COVID allows open bars	4/12/2021 8:39 PM

Police Chief Survey

18	Speeding and unsafe driving within the town limits, when we are attempting to create a safe pedestrian environment. Drunk and buzzed driving.in the community. Proliferation of gun violence	4/12/2021 7:54 PM
19	1-Access to Mental Health & Social Services to promote public safety, 2- Racial Justice and Inclusion, 3-Fiscal Responsibility and continual connection to understanding the needs of the community for Social & community Service based Public Safety.	4/12/2021 1:12 PM
20	1) Traffic--people drive too much--accidents 2) AOD and mental health issues (alcohol and other drugs) 3) Fire risk (potentially)	4/10/2021 5:25 PM
21	Responding to mental health call outs Mailbox and package thefts Pedestrians walking out in the middle of the street or at crosswalks without looking where they are going	4/9/2021 2:21 PM
22	Repeat criminal offenders, aging police fleet, to few officers	4/6/2021 10:10 AM
23	Continuing efforts to maintain our small town ordinances and safety.	4/5/2021 6:06 PM
24	1) That some on the council don't support our police which encourages others who want change but don't know what that change is. 2) the danger our officers have been placed in due to lack of support from some in the community	4/5/2021 9:25 AM
25	1. Out-of-town activists raising a ruckus and putting graffiti in our public spaces 2. The police being afraid to stop illegal activity because of the RESJ movement 3. How does the public let the police force know they are being supported by the vast majority of the community.	4/1/2021 9:42 PM
26	Traffic, public safety	3/29/2021 6:31 PM
27	Emergency evacuation Safety on our roads including bike riders who do not obey the traffic rules Having a visible presence in the town - walking the streets part of the time	3/29/2021 6:25 PM

Q5 Please list up to three (3) services/tasks that you believe the Fairfax Police Department excels in providing to the community.

Answered: 21 Skipped: 12

#	RESPONSES	DATE
1	24-hour dispatch.	4/26/2021 3:49 PM
2	Rapid response time. Emergency planning and operations	4/26/2021 12:54 PM
3	1. I had a situation where a child/student had stolen from my store. At the time, Officer Tabaranza was on duty. He listened to what I had to say and the what the parent had to say. Both of us wanting the child to be talked to and not charged. It was a great learning opportunity. Officer Tabaranza was excellent to work with. He was also training another officer at the time.	4/26/2021 4:09 AM
4	They were established to protect the ruling class of white property owners and as that is their mission they have succeeded in Fairfax.	4/25/2021 10:31 PM
5	On leading edge of moderate policing reforms Friendly relationship with many residents Adoption of strong "community" policing model (though this model is now questionable and ought to be reworked)	4/22/2021 6:43 PM
6	*Home checks *involvement and presence at community events *24/7 dispatch..very responsive	4/22/2021 6:24 PM
7	Resident concerns Compassion for mentally ill Event management	4/22/2021 10:07 AM
8	Staying calm in difficult situations.	4/20/2021 10:17 AM
9	Responsiveness, civility, and patience.	4/16/2021 4:13 PM
10	I was very impressed with the officer who met with me the day after a strange man showed up one midnight. He was very kind, thoughtful and professional. Another I met was a good listener. Maybe we should have a Send a Shout Out to a Cop Virtual Bulletin Board.	4/12/2021 10:16 PM
11	1. Open, friendly, calm communication. 2. Diversity in their ranks. 3. Fast response to calls for service	4/12/2021 8:39 PM
12	Our town's current FPD has done a wonderful job integrating with residents as community partners and have demonstrated they are allies with all people, regardless of race, creed or gender.	4/12/2021 7:54 PM
13	I would like to see more community fiscal responsibility in the Fairfax Police Department, How can we spread the resources allotted for our PD into incorporating social services to support mental health and community services	4/12/2021 1:12 PM
14	1) Round the clock service 2) Providing a safe space during emergencies 3) Very responsive--you call them and they are there	4/10/2021 5:25 PM
15	Responding to calls Arresting folks without injuring them Treating all people with respect	4/9/2021 2:21 PM
16	Stopping crime, customer service, medical aid	4/6/2021 10:10 AM
17	Acting on calls in a timely and calm manner neighborhood safety patrolling	4/5/2021 6:06 PM
18	Everything: They are Excellent in everything they do. Everything they do is for the benefit of the community. they are even handed in their enforcement and get what Fairfax is all about.	4/5/2021 9:25 AM
19	1. Community policing set forth with kindness and understanding 2. Responding quickly 3. Listening patiently and giving good advice for resolving disputes	4/1/2021 9:42 PM
20	Communicating with community. Being a friendly presence. Non threatening presence.	3/29/2021 6:31 PM
21	They are fair, pleasant, but effective I like their diversity They seem experienced and qualified	3/29/2021 6:25 PM

to manage most issues

Q6 The Town's Racial Equity and Social Justice Committee ("RESJ") formed a Police Practices and Public Safety Alternatives subcommittee ("PPPSA") to examine/explore policing practices and services as well as alternative service models. What are your thoughts regarding rethinking or reimagining police services? Are there specific services or models you would like the PPPSA to discuss and/or explore? Comments (limit 750 characters/approx. 125 words):

Answered: 29 Skipped: 4

#	RESPONSES	DATE
1	Absolutely! It would be incredible if we, as a Town, would consider investing in a 24-hour position that stands alongside our 24-hour police dispatch wherein a mental health professional is available to handle all mental health crises within our Town. It would also be phenomenal if our Town would invest in training designated community mediators and organized a call-list for neighborhoods of these trained mediators to be called on as an alternative to calling police when non-violent neighborhood disputes arise. Finally, could we consider having unarmed traffic violation responses? That's just the start. But yes, of course our PD and Town staff need to be forward thinking and collaboratively working alongside the PPPSA.	4/26/2021 3:49 PM
2	-911 dispatchers who are not police employees -Funding for non-armed, non-police peacekeepers (ex. Cahoots) -Protocols for de-arming police (including both guns and "non-lethal" weaponry such as tasers, clubs, and pepper spray) -Local use of transformative justice as an alternative to referring crimes to the Marin County DA	4/26/2021 12:58 PM
3	I would like to see de-arming of Fairfax police officers and response to mental health, homeless, substance abuse and domestic abuse instances with non-police alternatives. Mental Health First (Oakland and Sacramento, CA) or Support Team Assisted Response (STAR), based out of Denver, CO are two models to explore.	4/26/2021 12:54 PM
4	The most important shift away from violent and unsuccessful policing systems is a mental health/crisis response unit. See other cities for success. If we train unarmed individuals for conflict resolution, de-escalation, mental health response, etc. then we reduce the likelihood of violent outcomes and protect the community. We don't need paramilitary individuals circling our town, threatening POC with their presence, and entering situations which could be escalated by their designation. Preventatively, we need to fund resources which promote equity in housing, education, jobs which are all proven to reduce crime, unlike policing. Safety is the outcome of the type of community we build. Our policing system currently is respond to a symptom of fractured, oppressed, or unwhole communities.	4/26/2021 12:26 PM
5	I am all for rethinking or reimagining the police. I believe Chief Tabaranza is the one for the job. He has always shown kindness and concern for the community.	4/26/2021 4:09 AM
6	Deescalation when interacting with residents or visitors with mental health issues or drug ingestion. Fewer useless traffic stops. NO racial profiling of residents. Compassion for unhoused individuals.	4/25/2021 11:23 PM
7	Yes I would like them to take on advising what other positions should be full-time in this mixed department such as counselors and more of a family therapy approach that could be leveraged in situations that don't require an armed officer. How do we build new model and what guidelines and parameters do we put in place to test it?	4/25/2021 11:20 PM
8	I support the policy of Defunding the Police as laid out by the Movement 4 Black Lives and Black Lives Matter. 1. Reduce the size, scope, and budget of the Fairfax Police Department 2. Use unarmed town employees, contracted professional services, and community based alternatives to policing for all things from traffic and parking to mental health/addiction to neighborhood conflict resolution. 3. Police are far more expensive than unarmed alternatives.	4/25/2021 10:31 PM

Police Chief Survey

The surplus money would be invested in community and ensuring all folks have a chance to meet their basic needs as well as used for reparations to the Black community.

9	The PPPSA should review public safety models wherein towns and cities have reduced police budgets and placed police under a larger umbrella of an antiracist public safety department. Calls would not default to police; instead, most would be routed to unarmed specialists in mental health, addiction, trauma, deescalation, traffic management, etc. Armed police would only be utilized under very specific, limited circumstances.	4/22/2021 6:43 PM
10	I would like to see more foot and bike patrol in minimum uniform/no gun. The number of cars circulating feels like over-policing and interrupts the vibe. Looking at police/ mental health specialist partnerships in responding to calls related to homeless individuals or youth detentions on non-violent calls. All Department employees should undergo training in non-violent interventions, non-violent communication and sensitivity training regarding race and equity in police practices. Restorative justice practices and diversion from the criminal justice system should be first in all matters involving youth	4/22/2021 6:24 PM
11	I'm for it 100%. I think that this town being as heavily policed as it is leads to the mentality that people can call the police for unnecessary reasons like "There is a strange smell on our street". That should not be an armed officer responding. It also leads to Nimbyism and racial profiling. Funds should be diverted to; youth services, affordable housing, collaborations with other mental health response teams (that are available 24-7) in the county.	4/22/2021 1:44 PM
12	I believe that this committee was formed in order to show that Fairfax is politically correct. Please provide information on the ways in which our force is failing our bipoc residents and visitors. I can't suggest how to improve with out knowing more about our shortcomings	4/22/2021 10:07 AM
13	Addressing training to help citizens with mental health challenges. Some of that can be farmed out, but much of it is in the moment and helping our force be good at dealing with it is critical.	4/20/2021 10:17 AM
14	While there are many places that need major reform, Fairfax isn't one of them. After watching the RESJ being unable to conduct a conversation about anything, they are incapable and are unqualified to make any recommendations. They should be disbanded.	4/16/2021 4:13 PM
15	I think the RESJ should be dismantled because they are not accomplishing anything and are wasting town's money.	4/16/2021 4:11 PM
16	I'm not trained in this, but maybe you could hire someone who is. I don't think we have a problem in the PD w this, but that's just a guess	4/12/2021 10:16 PM
17	I do not agree with the allocation of \$150,000 without a clear Work Plan and outcome expectations. I do not believe the police in Fairfax is a concern on this topic. I think the problem is more an inward look at the town operating a and outreach to job applicants etc. doesn't seem appropriate to continue, unless the focus is on affordable housing which is a injustice to low income and people of color and the Fairfax working class	4/12/2021 8:39 PM
18	We are living in a time where it is essential to reimagine public safety at large. It is significant that the Council has opened up increased transparency for the process of hiring it's next Police Chief, and I wanted to take an opportunity to voice my concerns about this hiring as the continuation of an outdated infrastructure in an of itself. What is the direction of reimagining Public Safety here in our town of Fairfax. I am hoping that the future direction of Public Safety as we need to reimagine it includes and supports everyone and not just protecting the white upperclass, majority. I am hopeful that Fairfax will stand as a leader to the neighboring cities to Model alternatives that are being piloted nation wide so we can increase equity and inclusion here in Marin.	4/12/2021 1:12 PM
19	I think FxPD has done a good job adopting good policing practices. It is good that we are continuing that work by further exploring the issue. I like what they are doing with alternative providers in Eugene, Oregon and San Francisco. However, we are a small town without the extensive resources that larger communities have. We have a LOT of mental health and AOD calls. Many California cities have Community Paramedics that can divert 911 calls for intoxication or mental health issues to a sobering center or mental health crisis center. I think that SF just expanded its two Community Paramedic programs to respond to mental health crisis calls without the police. Would our Fire Department be able to handle this type of thing?	4/10/2021 5:25 PM
20	I think it is important for everyone to take a deep breath and stop over reacting. The Fairfax Police is an integrated work force that does not appear to be discriminating against minorities in the community. If the town can afford it we should have at least one psychiatric social	4/9/2021 2:21 PM

Police Chief Survey

worker on call to respond to 5150 type calls. Police officers should be trained not to pull out their guns when they make stops and instead be trained in non escalating tactics. Frankly, the FPD is doing a good job and I have no complaints about their work. Years ago my home was burglarized and I never heard a word of followup. It would be good if there was a follow up process even if was just to say we don't have any information on who stole all your stuff.

21	Make police like fire with 24 hour shifts where they live in the station and respond to calls as needed.	4/6/2021 10:10 AM
22	I would like the town to review the actual tasks and responsibilities of the police department, esp. in regard to handling of mentally ill people or non-violent calls. Do we need a police car/officer, or can we make some of these calls the purview of social workers/community support people? Also, I would like to see a review of the protocol our police have for the use of firearms in situations. I am relieved that so far I know of no problems in this area in Fairfax. Reports I have read in the paper about police shootings indicate to me that the protocols that allow the use of fire arms by police are too open-ended and leave certain populations at risk. Of course, training in these fraught situations can only help. Thanks.	4/5/2021 8:30 PM
23	NO, I think our police are exemplary	4/5/2021 6:06 PM
24	This entire RESJ process is a farce and needs to be disbanded. Giving them the feeling of power over our police is wrong and dangerous. The town is headed down a dead end road.	4/5/2021 9:25 AM
25	I think this committee is extremely misguided and is composed of a set of the most bigoted and discriminatory people I have encountered in many years. Their entire premise is misguided and racist.	4/1/2021 9:42 PM
26	I think adding a person from the PPPSA subcommittee in addition to a RESJ committee member is "double-dipping". In effect you will have two RESJ members, I think that is not fair and not equitable.	3/30/2021 2:03 PM
27	Leave our police department alone	3/29/2021 9:15 PM
28	I do not approve of the manner in which they are treating our Police department at all. The questions they are discussing to ask are insulting & demeaning. They seem to be dead set on aligning themselves with "Defunding Police" & have a superior antagonistic attitude toward anyone who does not agree with them. ie all white people especially white home owners in Fairfax suffer systemic racism & they are here to "school is" on how to behave.	3/29/2021 6:31 PM
29	I do not want the police departments hours cut or curtailed. Sometimes overtime is necessary. I think having the officers continue to have training in racial/social justice and equity is appropriate. We are all learning new ways to communicate appropriately, but authentically.	3/29/2021 6:25 PM