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2	Question / Statement	Answer
3	Release the Terry Kramer Body cam footage	The Petaluma Police Department releases BWC video in accordance with the Public Records Act and we release what is required by law and with certain exceptions under the law.
4	Regarding the budget, are there itemized appropriations? Regarding 8cantwait: 1. BWC & MWRAP - are there Data & Policies around usage of the BWC & MWRAP? 2. use of force policy - I have a grave concern about re	BWC = Body Worn Camera - MWRAP=MRAP (Military surplus armored rescue vehicle) Eight policy recommendations are already incorporated into our policies and have been since 2015.
5	If the public tax payers are paying for body worn BWC & MWRAP, shouldn't they stay on for the entirety of an officer's shift? Does Petaluma PD vow to keep them on at all times and ask DA's to dismiss cases where they were not on the entire time before?	Current policy requires officers to activate cameras during all contacts with members of the public. However, continuous recording would violate privacy rights and subject the City to liability.
6	I couldn't find The BWC policy on the policy/procedure manual on the portal. Where can I find this? No need to speak publicly on this. Kudos on this meeting. Our chief is a great asset to the city.	www.cityofpetaluma.org/policetrust and https://cityofpetaluma.org/police-policies/
7	Do Petaluma police officers wear BWC & MWRAP, and what is the policy for when the BWC & MWRAP must be on?	MWRAP? - Current policy requires officers to activate cameras during all contacts with members of the public. However, continuous recording would violate privacy rights and subject the City to liability.
8	Do all officers wear BWC & MWRAP?	MWRAP? Yes we began using BWC in 2015, prior to that we used digital audio oocket recorders. Current policy requires officers to activate cameras during all contacts with members of the public. However, continuous recording would violate privacy rights and subject the City to liability.
9	Do all officers have BWC & MWRAP and when do they have to have them on?	MWRAP? Yes we began using BWC in 2015, prior to that we used digital audio oocket recorders. Current policy requires officers to activate cameras during all contacts with members of the public. However, continuous recording would violate privacy rights and subject the City to liability.
10	Are BWC & MWRAP required to be ALWAYS be activated during encounters with the public? If not, why not?	MWRAP? Yes we began using BWC in 2015, prior to that we used digital audio oocket recorders. Current policy requires officers to activate cameras during all contacts with members of the public. However, continuous recording would violate privacy rights and subject the City to liability.
11	2. What is PPD policy regarding production of body camera recordings to the public?	The Petaluma Police Department releases BWC video in accordance with the Public Records Act and we release what is required by law and with certain exceptions under the law.
12	3. Where is the body-worn camera policy and does it afford discretion?	www.cityofpetaluma.org/policetrust and https://cityofpetaluma.org/police-policies/
13	Would you please break down the arrests?	Yes, please refer to our policetrust page at www.cityofpetaluma.org/policetrust
14	Will you require reporting from all officers present when any officer threatens to use a firearm by pointing it at someone? Current policy is only when they use their firearm.	Yes, this is called show of force and we will be capturing and reporting any show of force.
15	Will you require a verbal warning before using deadly force. The current policy is "when possible". That's not good enough.	Our policy already states that officers shall give warnings before force is used. To exclude when reasonable would put officers in situations that the time nec essary to warn could cost them or someelse their life or serious bodily injury .
16	Will the City of Petaluma review and renegotiate Petaluma Police Union contracts to eliminate measures restricting access to police abuse case details and disciplinary records?	The existing MOU between the City of Petaluma and the Peace Officers Association of Petaluma already provides for and outlines the disciplinary process. Existing law in CA (SB1421) requires our Department release records pertaining to deadly use of force as well as great bodily injury and sustained investigations of certain types of misconduct for sexual assault and dishonesty. With the excepetion of one use of deadly force, the PPD did not have any records to disclose under SB1421 regarding an officer's use of deadly force or force used that resulted in great bodily injury. Additionally, PPD did not have any records to disclose under SB1421 regarding any officer misconduct or sexual assault.

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17	Who processes the Data & Policies at the department? Is this a singular job position? It is outsourced? Is the Data & Policies processing audited for bias & if so, how? Such as investigating software bias?	Due to budget reductions, a management analyst or data analyst position was lost. Currently software captures use of force, complaints, and collisions. Early warning intervention systems alert management when performance exceeds known benchmarks. Proactive training and/or accountability measures are implemented to be sure corrective action or discipline is imposed to correct behavior.
18	What types of Data & Policies are driving a 39% allocation of the city budget to public safety?	Police budget is 9% of total city budget and 39% of the general fund. The resources allocated to the Police Department are based on similar metrics for effective policing models that create 50% available time for officers to engage in community policing activities and proactive patrols to prevent crime and apprehend criminals before they commit another crime. Available time is critical to achieving community and public safety goals. Reactive time is that time spent reacting to crime and traffic safety issues that have already happened.
19	What kind of Data & Policies does the police department collect (per call & response)? What is the quality of that Data & Policies? Is it like storytelling? "encountered three males in parking lot"	The computer aided dispatch (CAD) system and the records management system (RMS) capture all necessary data elements for calls for service. The RMS system captures crime reports, collisions reports, arrest records, and all other records for property, people, vehicles, and crimes. CAD Calls for Service have notes added along with a disposition. Crime reports are thoroughly investigated and documented.
20	What is your protocol if an officer things he sees a missing child walking around (missing teenager)	As guardians of the community, we stop and check the welfare of any community member that may look like they need assistance.
21	What is the Petaluma Police Dept.'s policy regarding harm reduction. How does the Dept. carry out this policy, if it is part of the Dept.'s procedures and practices?	Harm reduction is the fundamental principle of evidenced based policing. We subscribe to scientific research that not only analyzes the outcomes, but minimizes harm.
22	What is the funding allocation within the Petaluma Police Department compared to other sectors, and how does this align (or not) with surrounding city PD Data & Policies/funding? How does the Petaluma PD respond to calls to defund the policing system, and how does this apply versus not to our community?	The amount of public safety funds expended by population is significantly lower than most agencies in California. The PPD supports any program or funding that assists in reducing calls for service and improving the quality of life for everyone. We specifically welcome additional services funded to address mental health, substance abuse, and the shelterless.
23	What is Petaluma's plan if county-wide agreement cannot be reached regarding how to implement #8can'twait Data & Policies?	As the president for the Sonoma County Law Enforcement Chief's Association I can assure you we have always worked to provide consistent policies and procedures countywide. If, for some reason a consistent approach could not be reached, we would make sure our policies reflect the values and desires of our community.
24	What about qualified immunity? That seems to be a big part of the problem too. Without a reform of this precedent it's hard to see how all of the policy reviews will help.	Peace officers, like any other member of the community, need to be held accountable for violating policy and prosecuted if they have violated the law. Currently, as the police chief, I have the necessary authority and ability to do both when circumstances warrant.
25	Today, 3 major police unions released a national reform plan. Can you describe how the Petaluma police union is structured (independent or part of a larger group?) What is your initial response to this reform plan?	The Peace Officers Association of Petaluma is organized independently as a 501(c)(5) Labor Organization. My initial response is there are contracts that need reform, but I do not feel that situation exists in Petaluma. The POAP is just as concerned about the conduct and accountability of their members as police management, the City, and the community expect.
26	The Argus reported that Petaluma PD has temporarily banned the chokehold for but will be consulting with City leaders before making a final decision. Given all that is known about the dangers of the chokehold what is the need for further discussion.	One of the eight recommendations is to exhaust all other means before resorting to deadly force. The carotid restraint, when applied correctly may be the last option an officer has available to them before resorting to deadly force to protect their own life or the life of someone else. Based on this, I felt it was prudent to suspend its use and give the City, the State, and our community time to review and consider the situation before a final decision was made.
27	So if you see someone in a MAGA hat, what will you do?	Treat them like we would treat any other member of the community; give them voice, be neutral, show them dignity and respect, be trustworthy and their put their goodwill in mind before ourselves.
28	Is there a policy addressing symbols worn on police officers or tattooed that might be interpreted as racist (blue line flag), white supremacist (runes, SS) or just overly aggressive (punisher skulls)?	Tattoos and markings that are not consistent with equality and neutrality are deemed inappropriate and shall not be displayed. Racism within the ranks of any law enforcement agency cannot be tolerated. There is no law and order without neutrality.

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29	Is there a future discussion planned yet?	A discussion is planned for Monday, July 6 at 6:45pm at the next City Council meeting to discuss what next steps should be taken and to identify how the City can support the effort.
30	Is Petaluma PD willing to commit to the standard for use of force recently set forth by Senator Kamala Harris: namely, that force must be not just "reasonable" but "necessary"? If not, why not?	Our policy already includes a statement about the value of life and that force can only be used when necessary.
31	Is it legal to wear body armor? I may want to buy some. Been having nightmares since hearing you got 54 assault rifles. Living in fear that a stray round will penetrate multiple car doors or inside a house and kill an innocent person.	Wearing body armor is not a crime. I can assure you that body armor will not be necessary as we have been carrying patrol rifles for 21 years without incident. We will continue to train and be ready for what we hope will never happen in this community that we would need them. I have to ask you to consider would we have had no incidents in our community if we had not had them? Crime prevention does work, and being properly trained and equipped is the first step to deterring criminals from tagreting out community.
32	I'm also interested in Data & Policies around use of tear gas/pepper spray, rubber bullets, etc against protesters.	We are working to display this data and statistical information on our police trust page at www.cityofprtaluma.org/policetrust
33	I'd like to request a town hall with a presentation: On the racial breakdown of arrests and use of force	We are working to display this data and statistical information on our police trust page at www.cityofprtaluma.org/policetrust
34	I'd like to know how many calls our police officers have taken this year. How many drunk drivers they have taken off the road? How many pedophiles, sex traffickers, drug busts, assaults they have dealt with? How many suicides they've talked down?	We are working to display this data and statistical information on our police trust page at www.cityofprtaluma.org/policetrust
35	I would like to suggest an ongoing monthly zoom community discussion on policing Data & Policies. Would the PD/city be in favor of something like this?	Yes, of course.
36	How much money does the average Petaluma PD officer make a year?	
37	How many complaints about police policy has the police department received?	We are working to display this data and statistical information on our police trust page at www.cityofprtaluma.org/policetrust
38	How does the police department collect Data & Policies? (is it an app/some kind of software in the vehicle itself? Is Data & Policies collection monitored & required?)	Due to budget reductions, a management analyst or data anlyst position was lost. Currently software captures use of force, complaints, and collisions. Early warning intervention systems alert management when performance exceeds known benchmarks. Proactive training and/or accountability measures are implemented to be sure corrective action or discipline is imposed to correct behavior.
39	How does the Petaluma Police Department collect Policing Data & Policies? What Data & Policies, specifically, is collected (I am only seeing an arrest log per the cities "Open Data & Policies" website)? How is that Data & Policies used to determine changes to procedures, Data & Policies, & training?	The collection of data and policies as the questions is posed is not clear. We collect numerous data points and I would ask for clarification on what policies you are referencing related to data collection.
40	How does PPD measure up to the recommendations of President Obama's 21st century policing. What is missing from the recommendations that are important to Petaluma.	We adopted the recommendation of the Task Force Report in 2015. Please see "We Did Not Wait - Where we Have Stood Since 2015" here: www.cityofpetaluma.org/policetrust
41	How do you maintain moral while evaluating police department Data & Policies and procedures?	Moral is increased by good leadership and clear expectations related to the mission. We must constantly strive to be better tomorrow then we are today and that requires constant evaluation of the data and services we provide.
42	1. Do you have quotas? If so, can we talk about why that is?	Absolutley not. Our organization has never established, required, or condoned quotas. That is not how you work with your community to build trust and confidence.
43	2. What is the budget?	Of the Police Department: \$
44	3. How do you measure performance in the police force?	Officers receive performance evaluations bi-annually at the conclusion of each six month shift assignment. They are evaluated based on their performance related to our mission to reduce crime, increase traffic safety, improve the quality of life, engage the community, as well as our performance principles of leadership, professionalism, teamwork, organizational excellence, community, and a winning attitude.
45	Hello. Wondering what percent of the city budget goes to our Police department?	9% of the overall city budget and 39% of the general fund.

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46	Good evening, I'd like to know how many complaints must take place before an officer is reprimanded and how many before termination?	The number of complaints is an indicator of potentially for the need for training, however, a single sustained complaint is actionable and may result in written reprimand, suspension, or termination depending on the nature of conduct and the findings of the investigation.
47	for the use of force policy, "reasonableness" is too broad, as virtually anything can be seen as reasonable. Can the wording be changed to "necessary"? Also, the carotid hold is specifically allowed, again if it is deemed reasonable. Governor Newsom agrees the practice should be banned. In addition, I do not see any mention of physical distance to de-escalate - this is a known practice that works. In addition, I see no force continuum, are officers required to exhaust all other reasonable means before resorting to deadly force? Do we require officers to report each time they threaten to use force? Is there a policy for officers to report each time they threaten physical harm? Or point their gun at someone? Requiring the minimum amount of force should be the requirement	The eight policy recommendations are addressed in our policies and can be found here: www.cityofpetaluma.org/policetrust and https://storage.googleapis.com/proudcity/petalumaca/uploads/2020/06/WE-DID-NOT-WAIT-2020.pdf
48	For the mayor and city manager: What kinds of Data & Policies are driving the police department budget? Are there accident/ crime statistics/ etc. can you please speak to that?	Crime, traffic safety, quality of life issues, community engagement and policing drive the police department budget. The police department has been doing an excellent job of keeping Petaluma safe while demand for services have increased 90% and staffing and resources still have not been restored since the 20% reduction in 2010/2011.
49	First, thank you for doing this Town Hall Meeting. I believe it is exactly the right thing to do. My Question: Can you explain the protocol for Petaluma police to assist another city, (for example, Santa Rosa) in the event of violence and looting.	We are members of the Sonoma County Public Safety Constortium and we all utilize the same policy platform. While policies can be customized for each agency, we strive to have consistent policies in the region. With regard to deployment of our resources to another jurisdiction, they would be under the command a control of the jurisdiction requesting assistance, but our policies and practices would be followed.
50	Can you please tell me where I can find information on arrests broken down by demographics like race and gender?	Yes, they can be found on the Police Department transparency page https://cityofpetaluma.org/petaluma-police-transparency/
51	Will you please make sure that a Black, Indigenous or Person of Color (BIPOC) is part of the Ad-hoc Council Subcommittee?	We will be sure any conversations or listening sessiosns involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
52	Why is there no BIPOC representation tonight??	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
53	Why hasn't there been outreach to/representation from BIPOC for this meeting and the council review of police use of force Data & Policies?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
54	Why aren't we listening to black voices about how they can feel safer in Petaluma?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.

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55	Why aren't there Black people and people of color given speaking roles in this meeting?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
56	Why are there not more representatives for people of color?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
57	Why are there no BIPOC representatives for city issues directly involving BIPOC? ~Leah Brosio, resident, teacher, mother to two Latinx children	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
58	Why are people of color excluded from decision making about matters that directly affect them, such as law enforcement Data & Policies?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
59	Why are no people of color hosting this Town Hall? Why were organizations of color not notified in advance and invited to present their views?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
60	While I agree that our own PPD has performed better than most, this does not excuse the need to subject it to AT LEAST the same degree of inquiry used for any other department in the county (and directed by black and brown voices). The public trust demands it! Does our city leadership agree with this statement???	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
61	Where is the representation or input from BIPOC in Petaluma in hosting this event?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.

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62	Where is the Black, Indigenous People of Color REPRESENTATION?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
63	Where are th Black, Indigenous, and People of Color's voices?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
64	Where are all the BIPOC folks in this conversation? This should include (be lead by) BIPOC folks.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
65	What outside support is being utilized to assess Data & Policies? Who is in charge of selecting parters for this and how are partners being selected/vetted? What percent of partners are BIPOC?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
66	How are you ensuring BIPOC voices are leading this conversation?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
67	What will you do to bring BIPOC and other traditionally underrepresented voices to the table NOW? Why on earth are you beginning this conversation without Black voices at the table. This is a huge misstep & missed opportunity. Frankly, shame on you.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
68	What specific actions are being taken by Petaluma Police to include Black people and people of color in decision-making about policing?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.

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69	What efforts have you made to ensure community participation, especially of Black, Indigenous, and people of color community members (who are most impacted by surveillance and police violence), in reviewing and recommending changes to police Data & Policies and budgeting?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
70	What changes are you making to ensure that the BIPOC community of Petaluma feels safer in our community? From attacks and harassment by racist citizens as well the police department itself?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
71	Systemic racism is part of who we are. The structure of this meeting, three white people, discussing a BIPOC issue is seriously problematic. All I want to hear from you tonight is how you're going to listen to BIPOC moving forward. Deep listening.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
72	Seeing as Petaluma city government does not reflect the myriad demographics that make up our town, how do you plan to facilitate greater trust and engagement between these underrepresented groups and police? What is city council doing to get more diverse representation elected to city council and committees? At the Goals and Priorities meeting earlier this year you identified increased engagement and diversity as a goal but failed to lay out how you intend to do that. Has there been and action steps identified or taken on this issue since then?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
73	Please reach out to the Black, Indigenous or People of Color (BIPOC) voices in developing your subcommittee to review Petaluma Police Department Data & Policies. Our BIPOC neighbors, friends and family are the frequent target of abusive police action. It is imperative that their voices be heard moving forward and brought into positions of leadership and advocates for change.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
74	Please reach out to the Black, Indigenous or People of Color (BIPOC) voices in developing your subcommittee to review Petaluma Police Department Data & Policies. Our BIPOC neighbors, friends and family are the frequent target of abusive police action. It is imperative that their voices be heard moving forward and brought into positions of leadership and advocates for change.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
75	Please include all voices in the discussion around this topic. We cannot make any decisions with the voices of people of color who are the most adversely impacted by police violence in Petaluma and the entire country.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.

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76	I would like for us as a community to begin to center the voices of the BIPOC citizens in Petaluma. How do you plan to reach out and listen to the voices of community members who continue to be oppressed, marginalized and threaten in our community? How will you educate our White community regarding the systemic racism that exists in our government and police departments? What will you do to reform and review white supremacist policy, practices and protocols? We need to hear from Black and Brown voices...we need to hear their stories, frustrations, experiences...we need to hear what they need to thrive and to stay here in our community	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
77	I thank you for this forum and the information you are sharing. I have faith in Petaluma's leaders and Police Chief and the department. As I've learned from various sources is that police are being asked to do too many jobs— everything from community protection to social work. How can we create a community forum that will support and understand persons of color.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
78	I am concerned that BIPOC, who have different lived experiences, are not feeling safe in Petaluma. How are you making sure you are hearing from BIPOC and making their safety an equal priority in your decision making? Please share conversations you have had specifically with BIPOC in Petaluma on ways to improve their safety and how you have followed through on making it a reality. Thank you.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
79	How will you insure that black, indigenous and communities of color will be at the center of this conversation and be heard?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
80	How many Black leaders in our community have you discussed Petaluma policing with before holding this town hall meeting and what advice did they give you?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members.
81	How is the city of Petaluma actively seeking BIPOC representation in all departments including community safety?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department.
82	How can we advocate for minority communities in our town without proper representation? I think it should be mandatory to include the opinions of those communities when deciding how to police them! Please consider making the discussion more inclusive and accessible to the town.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department.

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83	How can City Council hope to do justice for Black, Indigenous, and People of Color living in Petaluma without giving them a seat at the table? It is very important to me that they be a part of the ad hoc subcommittee review of police use of force.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department.
84	How are you ensuring that voices from the Black, Indigenous, *and* People of Color of our community are being heard? Please share concrete action plans, with a timeline.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department.
85	How are Black people and their voices being represented at the town halls, and in our city of Petaluma? Are you fairly balancing out the diversity of your staff with people of color, folks from the transgender community, and more?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department.
86	Hello. Can you please explain how the voices of black, indigenous, and people of color will be integrated into all discussions related to police reform?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department.
87	1) How will you be dealing with the Spanish-speaking people in Petaluma?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
88	How does the police department get input from diverse, local voices?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
89	What is the department doing specifically to recruit women and officers of color?	We are recruiting women for all positions city-wide. Specifically, our recruitment efforts have involved community meetings, local schools, college intern programs, mentoring programs, recruitment materials and advertisement featuring women in law enforcement.

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90	Hello, please include BIPOC voices are represented in this conversation. How do you plan to hear from diverse voices and experiences in our community? the schools are in need money, and I believe our police force would be fine without new artillery!	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
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92	Have you reached out to ask BIPOC in Petaluma what is needed yet?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
93	Good afternoon, I appreciate the sentiment of convening such an important conversation at such an important time. But from the outside, this appears to be a token, one-time conversation to quell the upset folx in our town. If it is not, then I ask why there is no BIPOC on the panel? Are there plans to continue this conversation? I hope that you can take steps to ensure all BIPOC voices in our community are heard, either through an open-comment period, or by asking seeking out leaders on our BIPOC community. Additionally, I ask that you reconsider the purchase of 54 military-style assault rifles. Arming police with weapons designed to kill people en masse does not make any of us feel safer and makes some feel unwelcome and unsafe. Regards, GJS	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
94	DISAPPROVE OF THIS APOLOGIST FORMAT. Reschedule with support from black-led organizations and leaders.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.

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95	Comment vs question: any task force, committees, advisory boards, etc MUST include people of color if you are truly interested in making meaningful change	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
96	Can you please explain why, when black and brown people are disproportionately the victims of police brutality in this country, that not a single person of color from this community was asked to join you on the panel? We need BIPOC voices at the table. I'm disappointed at this grave oversight.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
97	Can the City Manager, Mayor and Police Chief please focus on listening to POC instead of responding, justifying, defending? You can ask clarifying questions, but do not defend.	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
98	1. Would you be willing to work with leaders of community groups of color to establish ongoing lines of dialogue about policing in Petaluma with the purpose of them being heard to their satisfaction about their concerns and needs?	We reached out to many BIPOC members and they joined the call. This was the first of many meetings and listening sessions. We will be sure any conversations or listening sessions involves BIPOC community members. The next public meeting to discuss what future conversations and listening sessions may look like will be Monday, July 6, 2020 at the Petaluma City Council virtual meeting. We hope you will join us and help us develop a plan that works for the entire community, especially BIPOC community members. We will also be looking at all city policies in this process, not just in the Police Department. This will include communications in the Spanish language.
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100	1. How many people of color (POC) are on the force	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.
101	2. Number of complaints before an officer is reprimanded	The number of complaints is an indicator of potentially for the need for training, however a single sustained complaint is actionable and may result in written reprimand, suspension, or termination depending on the nature of conduct and the findings of the investigation.

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102	3. Number of complaints before an officer is terminated	The number of complaints is an indicator of potentially for the need for training, however a single sustained complaint is actionable and may result in written reprimand, suspension, or termination depending on the nature of conduct and the findings of the investigation.
103	4. How does PPD embrace community policing	The Petaluma Police Department has embraced community policing since 1949. Even as other law enforcement agencies tried to move back to community policing in the 1990's, we continued our community centered efforts. Beginning in 2012, we started bi-annual community townhall meetings in each of the four patrol beats to listen to those we serve and better direct our limited resources. We created smaller neighborhood polciing districts and assigned two officers to each of the 15 districts for long term problem solving and relationship building. Since then we have conducted more than 80 townhall meetings, more than 25 community conversations at local coffee shops with a program called "Coffee with a Cop." We have also hosted community police academies twice a year since 2012 in both spanish and english, hosted Junior Police Camps twice a year during spring break and summer break. We continue to engage our community through presentations at local service clubs, schools, faith based organizations, and businesses. Community policing for us is not a program, it is the only way, the best way, to effectively deliver public safety services to a community.
104	5. What type of diversity training (interacting with POC, LGBTQ, mentally ill and disabled) do officers receive and how often	
105	6. What type of background check(s) is done before hiring	The background process is extensive and includes a polygraph examination. Background investigations are regulated by the California Commission on Peace Officers Standards and Training (POST) and more detailed information can be found on our police transparency page. www.cityofpetaluma.org/policetrust
106	1. When will you begin demilitarizing the PPD?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
107	Why must you be armed at City Council and other community meetings?	Peace officers carry firearms at all times when on duty. See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
108	And for chief Savano, with regard to the protection of police in high risk situations, is this not the role of the SWAT team?	Yes, however, because we are not a large agency with a full time SWAT team, when patrol officers need help responding to a critical incident or emergency they have to wait for SWAT to be activated, respond to work, equip themselves, and respond to the scene. It can take more than an hour depending on the situation. The Armored Rescue Vehicle is a tool for SWAT, but it can be used by patrol in emergency situations when confronted with an armed and dangerous suspect or to perform a rescue. See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
109	Did you really need the armored vehicle on Howard street?	The suspects in that case were armed with handguns when they committed an armed robbery and struck the victim over the head with a gun. See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
110	To what extent has Petaluma militarized the police in our town by obtaining military equipment for use in our town?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
111	Can you explain the rationale behind pulling up to a house on Howard street with a military-style MRAP vehicle? You're not the Army. Was a SWAT team necessary or were you trying to intimidate citizens with a militarized force?	The suspects in that case were armed with handguns when they committed an armed robbery and struck the victim over the head with a gun. See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
112	Can we return the armored vehicles and spend that money on education?	Yes, we can and we would support doing that as long as we replace it with non-military armored rescue vehicle designed for urban law enforcement. See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
113	1. Why are you going forward with buying rifles now?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles

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114	2. Can you please reverse the purchase of the assault weapons for the PPD and divert these funds to prevention ?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
115	Will the City of Petaluma restrict the ability of Petaluma Police to use the Nixle community alert system to lobbying for assault weapons funding?	The Petaluma Police Department was the first government agency to deploy Nixle. It is a community engagement tool as well as an alert and warning system. Nixle has been provided free of charge to the Petaluma community for ten years. There are three message types; community, advisory, and alert. We use community messages just as we would for any other social media engagement platform like Facebook, Nextdoor, Instagram, andTwitter. Advisories are for in progress events where the community needs to be notified, but don't rise to the level of an alert. In this case, many community members were inquiring about the rifles. See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
116	Please speak to the increased Militarization & Equipment and purchase of military equipment by U.S. police departments. Why and for what purpose are 54 semi-automatic assault rifles needed by Petaluma Police? Please give examples of their intended use. Thank you	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
117	If there are so few "use of force" instances, why does the PPD need weapons of war?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
118	I support the deMilitarization & Equipment of local police departments. We don't need 54 new semi-autom. rifles. I understand the need for specially trained and equipped units to be available at a county or regional level in extreme and unusual circumstances.	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
119	I am opposed to militarizing the police dept. Have you already purchased the assault weapons? If not, DON'T. If you've purchased them, RETURN THEM. Keep 1-2. That's all you need. Do the right thing.	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
120	Is the recent decision to further militarize the PPD going to be reconsidered?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
121	Can you discuss the individual cost of each of the new Sig Sauer rifles using taxpayer dollars and right after you discuss that, can you discuss how much each Petaluma PD officer earns annually, also from taxpayer dollars?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
122	Must we have officers patrolling the streets with a high powered weapons?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
123	Can we still oppose the purchase of the 52 new AR-15 style weapons?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
124	With the Petaluma and greater Sonoma County community obviously protesting in record numbers against police brutality, systemic racism and the over funding of police, why did the Petaluma police department just spend 80k on 54 Rifles? Defund police!	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
125	Will the PPD reconsider its request for 54 semiautomatic rifles?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
126	Will Petaluma PD cancel their recent order for dozens of military grade semi automatic assault rifles? If the weapons are already acquired, will Petaluma PD sell or otherwise dispose of them?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
127	Why was Sig Sauer chosen considering that was the rifle the Pulse Night Club shooter used to kill gay people?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
128	Why did you choose to buy 54 rifles from Sig Sauer? The Pulse Night Club Shooter in Orlando used a Sig Sauer rifle. The Army uses Sig Sauer. Are you trying to become a militarized police force using similar rifles that a homophobe used to kill gays?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
129	What magazine capacity will you be using for those rifles? The public is limited to 10. Do you plan to abide by those same limits to stand in solidarity with your community? Good enough for citizens, good enough for Police	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles

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130	What magazine capacities do you intend to use for those military style Sig Sauer rifles? Do you support the public using the same size capacity magazines that you will use? Will an officer need to request permission before shooting a person of color?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
131	What is the justification for purchasing 57 assault rifles? How does the police department plan to use them? By which units will they be used?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
132	What guidelines are in place for when the new assault rifles may be deployed? Do you plan on them being carried for routine foot patrol, to the extent that exists, or as part of a police presence at local parades, protests, and other events?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
133	The brinks vehicle was not sufficient to deflect the caliber of ballistics being fired at your staff. What initiatives are you as a police department supporting for the removal of assault Rifles as a personal weapon for residents of Petaluma?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
134	Please tell me why the City of Petaluma had to spend several thousand dollars on assault rifles.	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
135	Is it really necessary for our police to carry semi automatic rifles? Which of our council people voted for purchasing these? Is it too late for the order to be cancelled?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
136	if only 2.4% of arrests require force then why does PPD need \$80,000 of new firearms?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
137	If California has significant gun control, why do you even need those?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
138	How many times in 2019 did Petaluma PD use Assault Rifles? Why can't you use last years guns?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
139	How do you ensure that a round from one of those rifles doesn't penetrate through a car door or a house? You just said your police cars aren't good enough to stop bullets, so what is gonna happen when a stray round from your guns hits a citizen's car?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
140	How are you reallocating the 80k from weapons of war to serving the Black and Brown members of our community?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
141	Do the rifles you want support the warrior image?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
142	Did you use the Nixle alert system to intimidate citizens with the purchase of those 54 rifles using their tax payer dollars when your officers earn around \$230k per year with benefits? Was this system abused to scare minorities?	The Petaluma Police Department was the first government agency to deploy Nixle. It is a community engagement tool as well as an alert and warning system. Nixle has been provided free of charge to the Petaluma community for ten years. There are three message types; community, advisory, and alert. We use community messages just as we would for any other social media engagement platform like Facebook, Nextdoor, Instagram, and Twitter. Advisories are for in progress events where the community needs to be notified, but don't rise to the level of an alert. In this case, many community members were inquiring about the rifles. See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
143	Could you please ask the council members that voted yes to fund the PPD for assault rifles earlier to give statements on the reasoning of the way they voted?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles. You can also watch the city council meeting and hear the discussion, deliberation, and vote on May 4, 2020 or by going to this link: https://petaluma.granicus.com/MediaPlayer.php?view_id=31&clip_id=2965
144	Can you reverse the assault weapons purchase and direct the money to other programs focused on prevention? Why does the PPD need these?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
145	Can the Police who earn \$250k per year not afford their own military assault rifles?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
146	As a voter in Petaluma, I would like to see city council revoke the approval for the purchase of semi-automatic weapons. Faye Martin, 338 Sparrow Lane, 94954	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles

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147	4. Would you be willing to cancel the recently approved assault rifle purchase and allow that money to be used for other means of creating community safety?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
148	30 round magazines for police?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
149	Hello, Thank you for hosting the town hall. I did not get called upon for my question during the town hall. Below is my question. Chief Savano you mentioned that the armored tank was purchased bc the caliber of bullets being used, or at least the threat of them. I am from Los Angeles, Pasadena specifically, I remember the robbery in North Hollywood very well. Petaluma is not Los Angeles, not in size, budget, or mindset. Burbank, the city next door to North Hollywood sold its tank in 2012. I could not find any documentation on whether or not Pasadena currently has a tank. With this in mind, Madame Mayor, what initiatives are we as a city driving to remove weapons, especially automatic assault rifles, from Petaluma residents and across the country?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles MAYOR RESPONSE REQUESTED
150	I am doctor in Petaluma. I am concerned about the department's use of force. Police brutality is a public health pandemic that endangers patients of color including myself. Give back \$80k spent on military grade weapons and invest in the community.	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
151	Why does the police department believe that it needs military level automatic fire power? Who on Earth do they think they will shoot with them? When did the police department become an arm of the military?	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
152	What crimes and what broken laws should be addressed by an official who carries a gun?	An official needs to be defined, but if the reference is for a police officer, they are authorized to carry a firearm on or off duty.
153	Would the police department be willing to reexamine pensions?	The City of Petaluma has always evaluated the most fiscally responsible policies and practices with regard to City finances. The most recent efforts were undertaken as part of the Fiscal and Organizational Sustainability process. The entire public employee retirement system was evaluated and appropriate cost saving measures were implemented.
154	With the violence perpetrated by Santa Rosa PD, I'm wondering if PPD would be willing to send officers to observe and witness during continuing protests and demonstrations. I'm a protester from Petaluma and I VOTE.	Our officers were deployed to Santa Rosa and none of our officers used force or had to use force while assisting Santa Rosa Police Department.
155	Why when I was with three white friends (I am a black woman) I was harrassed at 13 years old by a white police officer from this town. This was about 2002 and he kept claiming I was a runaway and a child they said was missing and he followed us in our car?	If we did not deliver the level of service you expect from us, please call the Department at (707) 778-4473 and ask to speak to a member of command staff from Professional Standards.
156	Why should we follow any health orders you try to enforce that limit group gatherings if you didn't have the courage to disperse the BLM protest?	We did and we have enforced the health orders. I want to remind members of the community that we, as peace officers, shall at all maintain a relationship with the community that the public are the police and the police are the public, just that peace officers are paid to give full time attention to that which is the responsibility of everyone for community welfare and existence. It takes a village they like to say, and everyone, including us, has to do our part to slow/stop the spread of COVID19.
157	Why not just replace all cops with robot police? We would not have to worry about racial bias and I guarantee the robots would be in far better shape than the current police. Some of them look like they've been frequenting buffets and avoiding gyms	While artificial intelligence is an emerging technology, it is still not fully developed. We know the future of policing is changing. We all wonder what it will look like in the future.
158	Why not just allow citizens to arm themselves?	Respectfully, I would direct you to a course in history where the situation you describe existed. Why did they chnge it?
159	Why is the entirety of our community being mandated to wear face masks when numerous medical journals prove both their inefficacy as well as harm "varying from headaches, to increased airway resistance, carbon dioxide accumulation, to hypoxia"?	Public Health professionals are the experts in public health. As the experts we follow their lead. Much like the public turns to us as experts on law enforcement.

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160	While of course I realize this meeting is about stopping police brutality especially against black and brown people, I would just like to request that somehow we get policing for traffic back. People are running stop signs and even red lights like crazy here in Petaluma. It's getting now I have to slow down at every block with somebody's going to whirl out like a crazy person and yes, this sounds bigoted on my part I admit, but it's usually a guy in a pick up truck - somehow they feel this is very macho. If they get a couple of tickets, perhaps they'll rethink what macho really is.	Traffic collisions kill and injure twice as many people as crime in most communities. We hope to restore traffic safety services as soon as staffing and budget reductions are restored in the Department.
161	When you say 'public safety' is that only the police dept? I don't believe that is being made clear.	Public safety includes police and fire services within the City of Petaluma. Water and sanitation and sewer are also considered key services for the safety and health of the community.
162	What time is the town hall? Nixel did not have a time and neither does the website.	It was at 6pm and there will be another discussion scheduled for July 6, 2020 at 6:45pm.
163	What specific anti-racist actions have each of the panelists made recently?	The City, the Mayor, and the Police Chief have all made statements condemning racism and hate. Together we joined with all of the other Cities and the County in a show of unity and to commit to the My Brother's Keeper Mayor's Pledge to review, engage, report, and reform police use of force policies.
164	What is with Petaluma Police and barber shops? Is there a connection?	Officers have grooming standards to maintain a professional appearance.
165	What is the purpose of the location on Payran Street, and, is it necessary? What is the rent of that location? Why can't the police station on Petaluma Blvd. No., the City Hall conference room, or the substation at Walnut park be used for this purpose?	The Police Department has outgrown the building they moved into in 1986. The Temporary Office Space (TOS) was utilized in 2008 and is no longer temporary as the new police facility that was being planned lost funding when the State took redevelopment money from local jurisdictions. Just like the downtown firestation, the police department facility is in critical need for replacement.
166	What is the "Cahoots" program?	A collaborative effort between law enforcement and quality of life social services like mental health, substance abuse, and homelessness to provide services first and enforcement second. This program is modeled after our HOST Program (Homeless Outreach Services Team) and Petaluma Sober Circle, again providing services first and enforcement second.
167	What are you doing to address the casual racism in our town? Family had the N-word written on their property 24 hours ago.	We condemn racism and investigate hate crimes to the fullest extent of the law.
168	Well.... one guy online alleges some extracurricular activities involving a barber shop.... can you discuss any relation you have with a barber?	If these questions regarding a relationship with a barber have anything to do with inappropriate conduct by members of our Department, we would encourage you to report the same to our Professional Standards team.
169	was Terry Kramer treated with dignity and respect?	Any concerns about the conduct of our officers should be reported immediately to the Professional Standards team
170	The Petaluma PD does not acknowledge the voices of Petaluma protesters. The Petaluma PD hides in police station while protesters chant for hours outside. We have clarified that we are not violent, so why can't the Petaluma PD quit hiding and have an actual discussion?	Department policy is very clear about our role during protests and demonstrations. Our role is to keep the peace, and while in uniform, maintain neutrality, law, and order. Officers are prohibited from engaging in demonstrations or protests. Refer to www.cityofpetaluma.org/policetrust for access to all Department policies.
171	The number one item listed by Chief Savano is "reducing crime" yet when I read the police blog most of the "crimes" involve homeless, drug/alcohol issues. Why aren't there social service officers employed rather than police who can work with these "crimes"? Seems like a better fit.	Our HOST Program addressed these issues directly with a services first and enforcement second model. The program was disbanded due to staffing shortages resulting from budget reductions to the Police Department. We welcome the return of this vital program and hope the City will be able to generate additional revenue to sustain these programs and many more.
172	Thank you, Petaluma Police Department for continuously being transparent, ethical and reliable. I appreciate your efforts.	Thank you, we are proud to serve you.
173	Petaluma PD is no exception to what is happening all across our country. I want to know if our Chief will pledge to vet his staff whether or not they have ties to white supremacy?	Yes I do and yes we have. Our background process is thorough and verifies no such relations, thoughts, or beliefs exist in potential peace officer applicants. Additionally, the background process includes a polygraph where these questions and concerns are addressed. Anyone suspected of having ties to white supremacists or racist ideology are disqualified from the process.

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174	Petaluma has a great police department. They are doing a great job. Why doesn't Petaluma pay them more, give better benefits, and more officers? NOT by raising taxes. Clean up your city retirement mess, and cut half city departments.	Thank you for the kind words of support. The City of Petaluma has always evaluated the most fiscally responsible policies and practices with regard to City finances. The most recent efforts were undertaken as part of the Fiscal and Organizational Sustainability process. The entire public employee retirement system was evaluated and appropriate cost saving measures were implemented.
175	Ok, what is the deal with this barber shop and the Petaluma PD? Been seeing a lot about it lately.	There was a barber shop reported to be operating in violation of the county health order? Is that what you are referring to?
176	Ok, suppose hypothetically there is a naked white man with an ak47 shooting and a fully clothed unarmed black man reaching in his pants for a cell phone. Who do you shoot first?	We respond to all crimes and emergencies the same, without concern for race, religion, gender, or sexual orientation. We would hope to de-escalate the situation without the use of deadly force.
177	Ok, hypothetical, but possible scenario: You have a naked white guy with an ak47 shooting at police and you also have a fully clothed black man reaching for a cell phone in his pocket. Who do you shoot first?	We respond to all crimes and emergencies the same, without concern for race, religion, gender, or sexual orientation. We would hope to de-escalate the situation without the use of deadly force.
178	My question to the Police Chief, my question is I have a friend who living in fear due to that she was living up there near a housing complex near Payan Road, and Petaluma street as that her place was been harassed by the Police department there, and also making noises, and not to mention that some of these officers were smoking weed, and cig's making a noises as this person could not sleep. She has been living there since 2000, and then the problems even more occurred when Burbank Housing Allowed a Prostitute to live, and work there while the noises continued as now my friend was evicted from there. Now she lives with me in the safe place in San Francisco but she also acquired of getting Asthma. Due to your leadership by not following the rules that in the State of California that all Low rent housing, Government housing that THERE IS NO SMOKING ALLOWED. According to her that that building has events of Drug dealing, and Prostitution, and as the area had children living there in FEAR, and the Building Manager did not do NOTHING about it. Are you sure that your a cop? I am glad that your no Police Chief in my city, we had one, and called him Chief Wiggim due have respect for what you did to her, and also Mayor of Petaluma, and City Manager, I would have this so called Police investigated on for what he did to my friend.... Now I am done...	Anyone with concerns about the conduct of our officers is encouraged to contact the Professional Standards team.
179	Last week I drove past the parking lot on Lakeville at the 101 entrance. Three Petaluma patrol cars were there with a single civilian car, and a Latino man was out of the car and in a conversation with one of the officers, with others looking on. Obviously I don't know the circumstances, but it made me wonder: in addition to Data & Policies against use of force, are their Data & Policies and procedures to limit undue intimidation?	Yes and we investigate any report of suspected misconduct by our staff.
180	I've noticed that active shooter scenarios are down since COVID, but white supremacist terror is way up. What is PPD's plan, policy and procedure for responding to a group of armed white supremacists appearing in public in Petaluma, whether home-grown or coming form somewhere else?	We respond to all crimes and emergencies the same, without concern for race, religion, gender, or sexual orientation. We would address the group just as we would any other group peacefully demonstrating.
181	Is the mental health crisis due to so many liberals living in Petaluma? Hope someone finds a cure for liberalism	The mental health crisis is due to a lack of resources to address this serious health issue.
182	Is it okay for Petaluma citizens to create an autonomous zone where no police are allowed like there currently is up in Seattle? The media has not criticized CHAZ, so it seems like a good thing, almost like a street festival.	Public right-of-way is open and accessible to everyone, not a specific group, and preserving those spaces for the safe enjoyment of all would prohibit the creation of such a zone.
183	I know I am not alone in wishing our Mayor showed half as much of a sense of urgency around our city's roads! I have no concerns about our Petaluma Police Department, keep leading with compassion.	Thank you for your kind words of support. The conditions of our roads are addressed in the Fiscal and Organizational Sustainability Plan. Please join the conversation here: www.cityofpetaluma.org/FOS

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184	<p>I am glad that you were able to publicly post that you and your staff are "sickened, outraged, and saddened by the death of George Floyd." While Mr. Floyd's death happens to have become a tipping point, surely you are aware that George Floyd is merely one of hundreds and thousands of black, indigenous, latinx and other non-white people tortured, terrorized and brutalized to death by members of law enforcement agencies all across this country. Can you and will you make a much clearer signal to your local community by posting that you and your staff are equally sickened, outraged, and saddened by the the continued thriving (and often encouraged) deeply-embedded law enforcement culture of white supremacy and brutality directed at non-whites and blacks in particular. Then we would have more confidence that you were making a statement from the heart, and not just being seen to have said "the right thing" at a pivotal moment.</p> <p>This is not a matter of debating policy differences over the role of government, nor whether we like a larger or smaller government, nor a dispute about an appropriate amount of taxation, nor about the best way to deploy the proceeds of such taxation. This is a moral matter of utter right and wrong. We are now in a moment in history where we all are going to have to take a stand. Either you accept and tolerate (if not encourage) that horrific culture, or you oppose it - there is no middle ground. And the time has come for opposition to this problem to mobilize and root out and discard this horrific product of our American history. If you are on the side that opposes law enforcement using its power to threaten, intimidate and torture anybody, but especially our BIPOC communities, then what specific actions will you and your staff take, right now, and in the days to come, to help us combat and eliminate it? I refer to real action, not just the symbolism of coming out of your building and taking a knee with us one of these afternoons. However, if backed by real action, that would be a very good start. Another great step would have been ensuring there were black and brown voices on this very panel. Having missed that opportunity, I strongly recommend that the very next panel you convene on this topic contain the voices of black and brown leadership right here in this community</p>	<p>Any bias, hate , or excessive use of force will not tolerated in the Petaluma Police Department.</p>
185	<p>Hypothetical question. Petaluma Police Officer is involved in a shootout with a hispanic male, an african american male, and a white male. He only has two bullets in his gun. Which two of three does he or she shoot?</p>	<p>We respond to all crimes and emergencies the same, without concern for race, religion, gender, or sexual orientation. We would hope to de-escalate the stuation without the use of deadly force.</p>
186	<p>How does that compare to cities of a similar size?</p>	<p>The question is without context or specificity.</p>
187	<p>Hi, thank you for taking this question. I saw on an online newspaper site a few times that someone mentioned Petaluma PD may be helping move drugs through or to the community in cooperation with a barber. Please explain. This is outrageous if true.</p>	<p>This unfounded report was made to police on multiple occasions and was throughly investigated. It is not true and has been verified by an outisde independent investigatioin. I would encourage you to ask the author of those posts why he/she continue to post these false, unfounded, and frivolous complaints stemming from a dispute between two community members.</p>
188	<p>hi John H. here - i wrote the major an email and received no answer - what is the reason for that?</p>	<p>Hello John, Ken Savano here. Send me the email you sent and I will address the lack of response and be sure you receive a response.</p>
189	<p>hi- i have a question on the policy on my late son's arrest - involving officer Novello who was rude on multiple occations coming to my home - my son could be alive had he and all the other officers had listened to my request</p>	<p>Any concern about the conduct of our officers should be directed to the Professional Standards Team.</p>
190	<p>Have you considered using robot police to avoid racial bias?</p>	<p>While artificial intelligence is an emerging technology, it is still not fully developed. We know the future of policing is changing. We all wonder what it will look like in the future.</p>
191	<p>Glad that chief and staff are "sickened, outraged, and saddened by the death of George Floyd." Are they similarly sickened, outraged, and saddened by systemic and fatal police brutality towards BIPOC? If so, say so, and what will you do about it?</p>	<p>The statement you are looking for is here on this list of questions and can be found at www.cityofpetaluma.org/policetrust.</p>
192	<p>Does that mean that the agencies divulge sensitive medical information to the police?</p>	<p>Sensitive medical information can be lawfully shared with law enforcement under certain circumstances.</p>

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193	Does public safety mean the Police budget? Or are you including other programs in public safety.	Typically police and fire services are considered public safety, however many other Departments address public safety issues like water and sanitary sewer.
194	Did you consider some people may be deaf and can't speak and have to type? It would be fair to take some questions from chat to avoid discriminating against health conditions/handicaps.	We provide translation services as well as text services and our website is ADA compliant.
195	Chief, would you be willing to kneel for two minutes on camera to show solidarity with BLM? Could all members of this council kneel for two minutes?	I have demonstrated my support for the positive social change inspired by the movement, but as a law enforcement officer it is imperative that I/we are always perceived as neutral. Without neutrality, there is no law and order. And while many things in our society evoke positive thoughts and images, many times they are perceived differently by different people. Showing support for one thing while in uniform then creates the potential for being asked to kneel or show support for something else that may or may not be perceived as positive or neutral. This is why our Department policy, much like most other law enforcement agencies specifically prohibits engagement in protests or demonstrations and specifically calls out our role being to keep the peace and protect the liberty and safety of the community.
196	Chief, I believe that folks from BIPOC communities by-and-large would be terrified to report a troubling police-use-of-force incident to you or your supervisory staff, because of a nationwide culture of terror promulgated by some of your colleagues in other jurisdictions... They would be afraid of calling themselves out for targeting. Telling THIS audience to report that stuff doesn't help the people most impacted by it. How can you and your staff help to dismantle that problem proactively?	Remaining courageous and calm in all situations allows officers to intercede to prevent unnecessary force. The duty to report is understood in organizations with a culture that values life and sees the importance of always striving to be better. Through continued dialogue, training, and recognition for de-escalation efforts will maintain a culture that embraces doing it the right way over doing it wrong.
197	Chief Savano, which anti-racism books have you read and how do they influence your approach to leadership? Please be specific.	My most recent experience with continued education on racism occurred when I attended the 271st Session of the FBI National Academy. The 10 week course included a day trip to the museum of tolerance where I witnessed first hand racism and hatred to a much greater degree than any book I have ever read. One of my classmates, a native American, found a picture of his great grandfather on the wall of photographs used to identify race and ethnicity.
198	Can you please discuss the issue of services to people who are homeless. Specifically, how many camps have been closed or moved during Shelter in Place? Are there recurrent problems which people who are homeless cause the city? Plans for mitigation?	Addressing the shelterless population is always a challenge and a balance of a lack of available resources and housing. The pandemic has made the situation even more difficult. In collaboration with COTS, my staff has been working with the Downtown Streets Team (DST) and other service providers to meet the challenge of community health and welfare.
199	Can you comment on why Terry Kramer alleged that one of Petaluma PD's officers jumped on his back while he was in the prone position after warning the officer he had a back injury with hardware screws in his back that reportedly broke after arrest?	The Petaluma Police Department releases BWC video in accordance with the Public Records Act and we release what is required by law and with certain exceptions under the law.
200	Black Lives Matter and Brown Lives Matter and some should have been included as principals in this Town Hall. Are you aware that over-funding police with military grade equipment, weapons, rifles, affects and kills People of Color disproportionately, especially Black Lives disproportionately and Brown Lives disproportionately?	This first town hall was simply to start a conversation and provide a report of current police policies regarding use of force. The City and my Department are committed to bringing forward a plan that will allow the community to be heard. At the next City Council Meeting on July 6, the community will have the opportunity to provide input on what the next steps for listening should be. Concerns about militarization of our Police Department have already been addressed with answers posted to our website at www.cityofpetaluma.org/policetrust
201	a large percentage of the police budget goes to pensions. Instead of retiring early (age 55), couldn't cops do community support (Coaching, mentoring, after school programs) for the last 10 years of their career?	The concerns regarding police pensions has been addressed in the Fiscal and Organizational Sustainability process and more information can be found here: www.cityofpetaluma.org/fos . Community is one of our performance principles and officers are expected to participate in those programs. For example several are coaches and mentors, including myself.
202	15 years ago was driving home at 1AM noticed 4 PPD kicking Latino man at police substation. looked over and police officer got in car Pulled me over. he made up story. WHY Do a few PPD Tailgate citizens 4 no crime with bully 2 show power?? Thanks	Concerns regarding the conduct of our officers should be reported to Professional Standards team.
203	¿Por qué sigues arresando a las minorías?	We enforce the law with neutrality and without bias.

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204	Will the City Council create a Police Oversight Commission, with community representation and the authority to investigate Police actions and recommend disciplinary measures?	This community engagement process will evaluate the need for community oversight.
205	To Ken Savano, Teresa Barrett, and Peggy Flynn: Would you be open to implementing a community (civilian) oversight committee that reviews all reported instances of use of force, sexual misconduct, racism and harassment involving the PPD? There must be some viable recourse for community members, especially BIPOC community members, to report such instances and have them investigated/reviewed by a diverse community committee that is unaffiliated with law enforcement in any way, thus avoiding the conflict of interest that is inherent to current protocols of internal reviews. I think this would go a long way in building trust and maintaining transparency in the community. Thank you. -Hannah and Ben (lifetime and longtime Petaluma residents)	This community engagement process will evaluate the need for community oversight.
206	The nation wide protests with regard to police brutality have led to the growing awareness that police departments cannot be trusted. Bad cops have been getting away with murder. Police Internal affairs investigations are like the fox guarding the hen house. There needs to be a civilian review board of the police department with the power to fire and prosecute bad cops. Police unions have all but made it impossible to remove bad cops. Unions need to be reigned in. Financial restitution for those suffering abuse at the hands of bad police needs to be a viable option when necessary without all the road blocks currently inhibiting a just resolution for the victims. The subjects discussed last night at the virtual town hall meeting are important but without the appropriate structural changes I just mentioned we have no protection from cops gone bad. I want to believe in our police department but I am not naive to the element of human nature that appears when one individual is given absolute power over another. We are paying for protection by the police not from the police.	This community engagement process will evaluate the need for community oversight.
207	New York State signed into Law with community participation it must be enacted in 9 mos. to be eligible for state funding. Petaluma needs an advisory group with a mandate before approval of a plan. Is this possible? How to select such a group?	This community engagement process will evaluate the need for community oversight.
208	Many police departments handle misconduct investigations internally, and this leads to many issues being swept under the rug. Even if a department does not have a history of such sweeping, the danger is there. Further, if one department practices internal investigations, others are encouraged to do so too. How are investigations handled by the Petaluma Police Department, and if they are done internally, what can be done to move them to being conducted by an independent body?	This community engagement process will evaluate the need for community oversight.
209	3. Would you be willing to have a community oversight board for policing in Petaluma that has some power to effect policing policy and practice?	This community engagement process will evaluate the need for community oversight.
210	1. Can you please include more diverse voices in the process to evolve police Data & Policies in Petaluma?	This demographic data is available on our Police Transparency website.
211	Would like to know the demographics of our police force gender / ethnicity	This demographic data is available on our Police Transparency website.
212	what is the PPD doing about increasing racial diversity within the force?	This demographic data is available on our Police Transparency website.
213	What is the average salary for a Petaluma Police officer?	This demographic data is available on our Police Transparency website.
214	What Data & Policies and procedures exist within the PPD that limit the ability to hire and promote persons of color.	This demographic data is available on our Police Transparency website.
215	What are most of your officers doing to keep their fitness up and ensuring they're not gaining a COVID-25?	This demographic data is available on our Police Transparency website.
216	We read that police unions have been obstructive in officer accountability in many areas. Is that a problem here?	Our police union has not been obstructive and remains committed to working with our community to provide professional police services.

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217	There is a lot of talk about the need for diversity in the police department. I've seen posts of the recent officers hired, women and and POC. Can you tell us how many BIPOC individuals apply to become officers? Thank you.	This demographic data is available on our Police Transparency website. Additionally, we welcome and encourage anyone from our community to step forward and serve their community, especially those with diversity to enable the Department to better represent our community.
218	so you have them on staff? Not on patrol? Zero black officers? Racist	This demographic data is available on our Police Transparency website.
219	My quesstion concerns turnover. What precipitates turnover. Is it something about the structure of the Petaluma police department? Is it the way we, the community treat our own polce officers. Is it the cost of housing? Should we be concerned	Affordable housing is a significant challenge in the bay area. The city provides financial assistance to help recruit officers from the community.
220	Is the Petaluma PD willing to commit to not hiring officers who have left other departments for disciplinary reasons. Your current Data & Policies are not explicit and allow for them to be hired. If you are not willing to make that commitment, why not?	The standards for our profession and our Department are high. We will not take away from those standards and high level of professionalism by lowering our standards and hiring officers who have demonstrated poor performance.
221	I appreciate seeing women on the force. Perhaps I missed it, but I saw no people of African American heritage. It seems like a lot of officers are particulrly fearful of people who are African American. How can the force address that?	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.
222	How many unarmed community service officers are currently employed by PPD?	We currently have one community service officer. We used to have five. Budget reductions eliminated those positions. We are currently in the process of filling two more CSO positions for a total of three.
223	How many officers/staff members are in the PPD who are a person of color? Have you Chief spoken to them about their personal experiences on the job or in day to day life? How has that affected you?	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.
224	How many of the police have military backgrounds. How do you reach out to minorities.	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more. We host town hall meetings and coffee with a cop events where all members of our community are welcome. We also conduct Spanish language community academy and town hall meetings.
225	How many black police officers are there in the Petaluma PD?	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.
226	how many african americans are on the Petaluma force?	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.
227	how many African American officers are in the Petaluma police depot?	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.
228	Historically, police were assigned to work in the neighborhoods they lived in. I believe this would reduce police stress (no cummute), increase comfort (own neighborhood is familiar) and support effectiveness (because police would recognize when something unusual is happening). Are there any plans to return to this way of assigning officers to work in their community, which would support relationships between police and community members and reduce the "us" vs "them" perception police have toward community members (and vice versa)?	Since 2012, the Department has embraced District Policing where officers are assigned long term to a geographical area of the city for this reason. This model is still in place today.
229	Hire more black officers. Hire at least one, please. Male and female.	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.
230	Hi, what is the demographic composition of your police members?	This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.
231	During recruitment, how do you identify racially and culturally diverse areas? What is the racial/culturally makeup of the police force and how many have served time in the military?	This demographic data is available on our Police Transparency website.
232	Can you please explain for us the structure of the Petaluma police officer union? Do they have a stand-alone union or are they part of a larger union?	They have a stand alone union organized as a 501(c)(3) labor organization.
233	Can you discuss the average salary of a Petaluma Police officer?	This demographic data is available on our Police Transparency website.

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234	<p>As the son of a NYC Police Officer as well as the brother of NY's Finest, I believe that "Defunding Police" is a misunderstood and poor term.</p> <p>That said, is consideration being given to hiring people for so-called "Lower level" offenses such as fines and fee collections and traffic control so that PO's can address higher level issues such as homicides, robbery, sexual assault and threat of violence - in the name of providing PO's with the opportunity to spend their professional time and experience in these areas?</p>	<p>We welcome the opportunity to bring additional resources to the community that would free up officers to respond to more important policing issues in the community.</p>
235	<p>1. How many African American, Hispanic, and female officers on Petaluma's police force? 2. Do you have objection to social workers/mental health workers assisting with homeless and mental health cases?</p>	<p>This demographic data is available on our Police Transparency website. We have diversity within our ranks, but we could always have more.</p>
236	<p>Will there be more Town Halls on this topic?</p>	<p>Yes, a planning session for what additional meetings and listening sessions will be scheduled is planned for City Council discussion on Monday night, July 6, 2020 at 6:45pm.</p>
237	<p>Why did it take an entire week before Petaluma Police issued a statement following George Floyd's death? Why has the department not been transparent all along? Why are they being reactionary? How much public trust have they eroded?</p>	<p>Our message could have and should have come out sooner.</p>
238	<p>When i first looked at the Petaluma Police Department's website, I was shocked. If anyone hasn't seen it, I recommend you do. You will find a row of 6 serious- looking armed white men facing the camera. I was intimidated and I am a senior white woman! Why this photo? What is the intended message? To whom is this message directed? And then to read that assault rifles have been purchased! Demilitarize Petaluma police!</p> <p>Corrie Johnson</p>	<p>The photograph on our home page has been changed and was intended to highlight oportunities within the Department. It was not intended to send any other message.</p>
239	<p>The extreme negativity/assumptions impact others which can have consequences for us all. I support police 100%. But respect is lacking by the public, how to restore respect?</p>	<p>Building stronger relationships will help and we are committed to do just that.</p>
240	<p>Inre: to the marketing photo of officers in front of the big military tank; What type of prospective officers are you trying to attract with this photo? And how can you use this as marketing, while simultaneously trying to reassure the public that you are intending to keep the peace and do no harm?</p>	<p>Training and emergency response and preparedness is common in law enforcement agencies to maintain readiness for any situation. Much of the training we hope to never need, but the list of communities who thought it won't happen there is growing from tragic and more violent events. Please see the responses to the patrol rifles and the armored rescue vehicle on the police trust web page here: www.cityofpetaluma/policetrust.</p>
241	<p>In light of the excellent work PPD does every day of the week, would it be possible to be more pro active in showing the community the good you do, especially on social media? Examples include the outstanding arrests of dangerous criminals, Community policing, Guns taken off the street, Sex offenders apprehended, DUIs, Community policing. It would be helpful to have constant reminders of these types of good impacts.</p> <p>Thanks ~ Carol S</p>	<p>Yes, our team tries to highlight the great work of our staff. We will continue to do so. Thank you</p>
242	<p>If you google Petaluma Police Department the webpage displays a picture of 6 officers - not one black officer - not one woman officer - and one Swat member is carrying an assault weapon - is this the community policing message you want to display?</p>	<p>The photograph on our home page has been changed and was intended to highlight oportunities within the Department. It was not intended to send any other message.</p>
243	<p>https://cityofpetaluma.org/departments/police-department/ This image is disturbing It showcases militarism and lack of diversity It scares me & I can only imagine the effect this has on our citizens of color Is this the face of community policing?</p>	<p>The photograph on our home page has been changed and was intended to highlight oportunities within the Department. It was not intended to send any other message.</p>

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<p>Hi, I attended the Town Hall but was not able to speak, so I'm submitting my comments here. First, in these type of Zoom meetings, it would be very helpful if you would use the "share screen" function to show us all where to find the Transparency Portal (or any other page that is mentioned during the discussion).</p> <p>Secondly, I would like to make a comment about community policing. I'm so glad our dept. has shifted toward this model. As I go on my daily walk and see officers driving around my neighborhood, I often think how an opportunity for Police Image is missed when officers stay in their cars. Could our officers get out of the cars occasionally to walk a bit of a path and engage in conversations with local residents? Also, once shelter-in-place is over, perhaps a series of "Picnics with the Police" could be set up in local parks all over Petaluma so residents can get to know the officers assigned to their neighborhood.</p> <p>Lastly, I heard Chief Savano mention how traffic incidents injure people much more frequently than other types of incidents. It made me wonder about the signs I occasionally see (usually close to schools) that show people their actual speed and start flashing when a car is speeding. Are these effective at reducing speeding? If so, how much does each one cost? Perhaps a community campaign could be started to raise private funds (from Rotary or other community groups) to buy more of these to put around town. I know that North McDowell (near Lagunitas Brewery) is an incredibly dangerous place where people dart across the street ... could the city talk with local construction firms like Ghilotti to possibly get time and materials donated to build a pedestrian bridge? What great advertising that would be for a company. We know the city doesn't have the funds, but maybe some private partnerships could creatively help solve local needs.</p> <p>Thank you for the community outreach event tonight and for taking the time to listen to all of our voices.</p> <p>244 Laine Gen</p>	<p>Thank you for your comments and suggestions. We will certainly look into what you have suggested. Picnic with the police sounds like a great way to celebrate not having to shelter in place. Thank you again.</p>
<p>245 Hello, this question is for the Police Department and/or the Police Chief. I wonder if anyone has taken a look at the PD's website? The images on this website appear to reinforce a Militarization & Equipment of the Petaluma Police Force, many officers holding guns in full out combat gear. I wonder if you might consider shifting your focus to a community orientated policing and thus have the images demonstrate a connection with the community reinforcing justice and peace...in conversation with citizens. Thank you.</p>	<p>The photograph on our home page has been changed and was intended to highlight oportunities within the Department. It was not intended to send any other message.</p>
<p>246 As a middle aged white woman I know I cannot understand the fear of my Black and Brown neighbors. I understand their concern when they are pulled over by a police officer and it saddens me greatly. My question is - when this situation occurs (as an example was given last night on the town hall zoom call) I would like to be able to pull over (a safe distance away) and video the situation just to give my black and brown friends/neighbors a sense of safety that they are lacking. What is the police stance on actions like these that are taken from white privileged citizens, like myself, that would like to support Black Lives Matter?</p>	<p>Any member of the public can record situations in public places as long as they do not interfere with the officer or the other members of the public during the contact.</p>
<p>247 you asked for pre-submitted questions, when and where will they be publicly answered?</p>	<p>All have been received and we are posting them along with the answers on our website.</p>
<p>248 Will a transcript of this meeting be available later?</p>	<p>The meeting was video taped and I am sure a transcription can be produced.</p>
<p>249 Why, on such a crucial topic, would you limit the length of a question to 250 characters? 250 words would be much better. Surely this is an oversight and you can reach out to your web team asap to get them to fix the limit on this text box?</p>	<p>This was an error and has been corrected.</p>
<p>250 was there any point to posting questions ahead of time to the online question submission tool? So much for preparing to answer those ahead of time.</p>	<p>We appreciate you understanding this was the first of many discussions and listening sessions. We are learning as we go and we welcome suggestions for improvement.</p>

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251	It would be helpful to screen share and show how we can find these materials on the Petaluma police's website.	We agree and will be sure to do so going forward.
252	if we submitted questions before the meeting do we need to submit them again?	No they should be captured here in this forum. If you do not see your questions, please resubmit on the www.cityofpetaluma.org/policetrust page. Thank you
253	I thought we had 250 word max, not 250 character max. This is just silly. I will email you my questions. Thanks, Ellen Obstler	This has been corrected.
254	Great question. Also wondering what happened to format. Thought questions had to be submitted online. Thought Black people's questions would be prioritized	We appreciate you understanding this was the first of many discussions and listening sessions. We are learning as we go and we welcome suggestions for improvement.
255	can you tell us how many community members are a part of this meeting?	I believe there were more than 250 people in attendance.
256	Because we have a relatively quiet community, can we use this to our advantage and be creative in the ways we re-structure "policing" and "criminalization"? How can we restructure policing to make the neighborhood safer for everyone? How can we make sure our money is spent, first and foremost, on building up the community to make us stronger?	We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available time to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence.
257	Why did Petaluma PD feel the need for \$80,000 worth of Assault Rifles? Why, when we have homeless and hunger, are we spending our resources on tools for violence?	We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence.
258	Why are there any purchases of assault weapons happening in Petaluma. This is unnecessary. Do you have plans of balancing the budget to give other sectors of our city better funding? Housing is a major problem here - yet we are splurging on guns.	This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust
259	What would be an ideal response team to manage mental health and substance abuse crisis's that could free up costly police and emergency room level interventions?	We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available time to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence.
260	What is the nature of the 96.5% of calls PPD responded to in 2019 that did not result in arrest? Assuming most were non-violent, how can we better respond to those situations with a more economical solution?	We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available time to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence.
261	What does 'public safety' include? Is that only the police dept?	In this discussion, yes.
262	What are primary reasons police are called in Petaluma? Do you think police officers are the most qualified public servants to respond to calls involving homelessness, drug addiction, mental illness and domestic violence? If so, what makes them the most qualified? Has there been any Data & Policies collected on the outcomes of these types of calls? If not, how should we respond to these types of calls? Do you see any value in the suggestions to reallocate funds to train people to respond to these issues in non-punitive and non-violent ways?	We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available time to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence.

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263 To Peggy Flynn's goal of "reimagining" , can you please discuss reinvesting the \$80k spent for assault weapons for the PPD and directing these funds to prevention programs?	We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough availabletime to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence.
264 Throughout the U. S. there has been an over-Militarization & Equipment of policing. It is time to look to the future instead of continuing failed strategies of the past. A good place to start may be in redirecting the \$80,000 grant away from weapons.	We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available time to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence. This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust
265 There has been an image circulating online featuring a large armored vehicle with "Petaluma PD Rescue" written on it. When was this vehicle purchased? Who approved its purchase? How has it been used? When? It seems like a gross misuse of funds.	See answer on Police Trust page at www.cityofpetaluma.org/policetrust on Armored Rescue Vehicle (MRAP) and Rifles
266 Please let us know if anything specific is on or off the table (so to speak) as we think about unbundling the various tasks of the Petaluma police. One example I'm thinking of is traffic stops that could be eliminated through the use of speeding camera technology and some sort of community monitoring system for other minor moving violations. Without going into details, are you open to looking at and possible completely changing the whole range of police actions?	These are great ideas that require changes with state legislation to allow this type of technology as it is currently prohibited by law. We welcome any and all recommendations for how we can better serve the community.
267 Opinion: I think 9% is low, perhaps as businesses open up and business-start-up incentives arise in Petaluma, then Petaluma could bring in more revenue money.	We agree and would suggest you engage us in our Fiscal and Organizational Sustainability process. www.cityofpetaluma.org/fos
268 Moving forward what changes are in place for less police spending, more accountability, de-escalation & anti-racist training? Return the \$80K of arms purchased and invest in preventative violence, our community, schools, POC, social workers, etc.	We currently provide the training you reference to our officers but we can always do more. We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence.
269 In an email from Mike Healy to local college student, he emphasized that the \$80,000 was made for the event of an active shooter. I understand this same fear in todays world. It's been proven that the key factor of an active school shooter comes from poor mental health. In the city budget, couldn't the money from the police budget be repurposed and used in something more beneficial like a city-wide mental health initiative? This could solve the problem at it's core. Studies have reported that 60% of school shootings end before the police arrive. Why can't we solve the problem by making sure that a school shooting never happens, instead of solving the problem after it happens?	We agree completely with the need for additional mental health resources, especially for our youth. Prevention is key and working together we can significantly reduce the likelihood, but we do not possess the ability to completely control an incident from happening.
270 If the majority of police calls are for mental health issues, how feasible would it be to move the average amount of money spent by the police department on mental health calls to a different, specialized body?	To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.

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271	I'd like to know the annual budget for the PPD and it's percentage of total budget, and if the City / PPD would consider restructuring that so that there were more social service officers, community liaisons, and mental health experts who could be on staff?	To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.
272	I'd like to know if city council and the PD would consider reducing the force by 10-15% based solely on the number and seriousness of complaints that officers have received, and to put that 10-15% cut back into salaries for officers not cut.	To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.
273	I am a physician in Petaluma and I am concerned about the department's use of force. Police brutality is a public health issue that endangers my patients of color. Give back the \$80k spent on military grade weapons and invest in violence prevention.	We agree completely with the need for additional mental health resources, especially for our youth. Prevention is key and working together we can significantly reduce the likelihood, but we do not possess the ability to completely control an incident from happening.
274	I am a PA in Petaluma and I am concerned about the department's use of force. Police brutality is a public health issue that endangers my patients of color. Give back the \$80k spent on military grade weapons and invest in violence prevention.	We agree completely with the need for additional mental health resources, especially for our youth. Prevention is key and working together we can significantly reduce the likelihood, but we do not possess the ability to completely control an incident from happening.
275	I am a nurse practitioner in Petaluma and I am concerned about the department's use of force. Police brutality is a public health issue that endangers my patients. Give back the \$80k spent on military grade weapons and invest in violence prevention.	We agree completely with the need for additional mental health resources, especially for our youth. Prevention is key and working together we can significantly reduce the likelihood, but we do not possess the ability to completely control an incident from happening.
276	How much money will you be diverting from the petaluma police force to community services?	To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.
277	How have budget cuts limited community policing? What specific steps are you going to take to increase community policing. What can the public expect and not expect?	Yes, we have had to reduce our community policing efforts significantly due to staffing shortages impacted by recruitment and retention challenges.
278	Hi, Thank you for the meeting tonight, I appreciate all of the PD's service and commitment. I listened to the meeting tonight and I'm now submitting my question not because it wasn't asked this evening, but because I don't feel like it was answered directly. It seems that everyone agrees that the police are being used as mental health professionals, shelterless professionals, and social workers. Why would we not decrease some police funding and put those funds towards the services that our community actually needs? Why would the city pay for more "training" police officers in these matters instead of subbing out for the real-deal qualified professionals? This seems like a win-win for our community. Thank you,	To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.
279	Does that 39% also cover fire and emt services?	No this amount of funding from the general fund is for police services and it represents 9% pof the total city budget.
280	As the national movement to defund police and put resources into things like housing, schools, mental health services, etc. gains traction, how will the Petaluma Police Dept. begin planning now to scale back operations over the coming decade?	We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence. This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust

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281	<p>Are you considering giving back the \$80k spent on military grade assault rifles, and invest in schools, community, violence prevention, POC, social workers, infrastructure, housing, hospitals?</p>	<p>We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence. This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust</p>
282	<p>According to Petaluma360, 5 out of 7 members voted for the purchase. According to Mike Healy in an email, "The rifles are to be used only in active shooter situations, such as Columbine / Sandy Hook / Las Vegas / Marjory Stoneman Douglas HS. We cannot be unprepared if such a horrific event were to occur here." I understand the fear of another horrific school shooting, but couldn't Petaluma invest its budget into a city-wide mental health initiative? Poor mental health in teens has been acknowledged as the key underlining factor for school shootings. Please clarify if you think that a city wide mental health initiative would not be good enough. A city wide mental health initiative could prevent school shootings from its core.</p>	<p>We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence. This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust. To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.</p>
283	<p>A certain fraction of the total police budget is spent on responding to mental health calls. If the average amount spent on mental health calls is \$x, what would be involved in reallocated \$x from the police budget to a separate, specialized body?</p>	<p>We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence. This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust. To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.</p>
284	<p>"I am an FNP in Petaluma and I am concerned about the department's use of force. Police brutality is a public health issue that endangers my patients of color. Give back the \$80k spent on military grade weapons and invest in violence prevention.</p>	<p>We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence. This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust. To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.</p>

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<p>285 2) What kinds of calls does PPD currently receive (such as mental health emergencies) which they'd be happy to hand over to other professionals, and do they have partner agencies ready and willing to step up to that (if they can get the money)? What % of their calls should not be handled by police?</p>	<p>We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence. This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust. To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level. Calls for service are summarized and displayed on the police transparency portal.</p>
<p>286 What would alternatives to a police department look like? How could we use police funds to achieve public safety without a police department?</p>	<p>We understand the need for additional services in the community to address issues that could and should not involve a police response. The police budget has been reduced significantly already and staffing and resources are not sufficient to address the demand we experience for our services, not to mention officers do not have enough available to proactively police the community, prevent crime, apprehend criminals and engage in community policing efforts that build stronger trust and confidence. This question has been answered and is posted on the police trust page at www.cityofpetaluma.org/policetrust. To meet the demand for our services and to restore services that have been reduced or eliminated we need more funding for the Police Department. We also agree additional mental health services should be funded by County, State, and Federal agencies. Without additional revenue, the City would be challenged to help with mental health services at the local level.</p>
<p>287 Who is doing your trainings and what do the trainings entail?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
<p>288 You mentioned officers receive regular biannual training on racial profiling and biased policing, but are they regularly evaluated for implicit racial biases?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
<p>289 Will the City leaders and Police Department consider changing police officer training, to be longer, more thorough, and include bias and privilege training?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>

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290	<p>What training/ systems does Petaluma Police Department have in place/are working on for officers to:</p> <ul style="list-style-type: none"> •De-escalate a situation •Work with their own Anger Management •Catch out “Bully Cops” before they cause unneeded harm? •Stand up against a superior who is violent/starts a choke hold/ uses excessive force... <p>What is your system to deal with/mitigate/stop unwarranted Police Violence?</p> <p>What system does Petaluma Police Department have to alleviate Stress for Officers and Balance their Mental Health after violent/dangerous interactions so that officers can be more able to de-escalate and be guardians of the people?</p> <p>For example, A number of Police departments are training officers in Meditation/mindfulness/judo... for Police Officers</p> <p>What systems does Petaluma Police Department have in place/ plan to have in place to coordinate/work with Social Services/Mental Health Experts as needed when dealing with mentally impaired/domestic violence etc?</p> <p>thank you Jennifer Anderman 71 Windsor Lane, Petaluma jennifer@world12.net</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
291	<p>What kind of training do the police force receive now and do you think training can be improved? Thanks.</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
292	<p>What kind of training do police staff receive in regards to conflict resolution</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
293	<p>What changes will Petaluma PD make to how it handles officer misconduct?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
294	<p>What changes will Petaluma PD make to how it handles officer misconduct?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
295	<p>The web page cityofpetaluma.org/police-training-records/ is quite confusing to read.</p> <p>What would it take to have training records of individual officers available to the public? Also, what is the minimum training an officer must do to start on the force? How often must they repeat their training in order to keep it fresh?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
296	<p>The FBI has investigated links between white supremacy and police members. I have seen white supremacy symbols displayed on citizen clothing and citizen cars in Petaluma. Is bias training sufficient to ensure our officers aren't influenced by these ideologies?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
297	<p>The FBI has investigated links between white supremacy and police members. I have seen white supremacy symbols displayed on citizen clothing and citizen cars in Petaluma. Is bias training sufficient to ensure our officers aren't influenced by these ideologies?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
298	<p>Thank you for this townhall. The PPD has training for racial profiling, Immigration policy, bias-based policing, and hate crimes.Has the PPD considered anti-racist training specifically?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>
299	<p>Restorative Justice is a practice/mindset that is proven to be a fairer AND (in the long-term) a more cost effective way of policing; Where is Petaluma on the spectrum of implementing RJ?</p>	<p>We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust</p>

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300	Please explain the vetting process of hiring new officers. What type of bias training do new officers and veterans receive? Is this an annual training? How do you screen new officers that may be biased or veteran officers who are. How are they disciplined?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
301	Please explain the vetting process of hiring new officers. What type of bias training do new officers and veterans receive? Is this an annual training? How do you screen new officers that may be biased or veteran officers who are. How are they disciplined?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
302	Please define: "community policing" and explain how it is different from 'policing'.	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
303	It's been mentioned several times how officers are trained regularly on racial profiling and biased policing, but are they regularly evaluated for their personal implicit racial biases at these trainings?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
304	Is there training in place for police officers around implicit bias or racial bias in general?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
305	I'd like to know how many hours each police officer is trained in mental healthcare and social services?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
306	I think this Town Hall is a great beginning to an understanding of our police force's goals and training, How can we create a meaningful social contract with our police department that reflects our shared values as a community?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
307	I have heard people say that the racial bias training in the police department is only a few hours long, and that most people do not pay close attention to it. Is this true, and if so, what does PPD mean to do to improve the program?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
308	How will the city include the voices of Black and Indiginous People of Color (BIPOC) in the decision making processes? Do Petaluma Police have to wear body cams, and is there a consequence if they are turned off? Do Petaluma Police receive training on inherent bias and anti-racism? Is there a process to protect whistle blowers? Can police who want to report bad behavior do that outside of their immediate chain of command...like a third party?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
309	how much of the police department's budget goes toward training?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
310	How much money is spent yearly on officer training?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
311	How much de-escalation training is required? and what does that entail?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
312	How does PPD train against racial bias? To what degree does it align to evidence-based standards?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
313	How does PPD train against racial bias?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
314	Could you please clarify what 'public safety' includes? I heard that budget covers staffing, training, and equipment, however, it is not clear if that is only the police under "public safety"	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
315	At the Academy, are Petaluma officers trained to continuously yell stop resisting as they handcuff someone to justify resisting arrest charges and make a big show for the BWC & MWRAP?	We are evaluating this request and are intending to post all training related questions and data to our police transparency portal available here: www.cityofpetaluma.org/policetrust
316	2. Why can't community members - especially Black and brown members - review generic Lexipol-issued Data & Policies?	All police policies are available on-line at www.cityofpetaluma.org/policetrust
317	Will you be banning choking and strangle holds? There are multiple other ways in which police can subdue a subject. These holds can often be unintentionally lethal and are unnecessary If not, why not?	The use of this technique has been suspended pending review in this public process. We are balancing this use of force policy recommendation against the policy recommendation to exhaust all other means, where the carotid control technique may be the only option before having to use another deadly force option.

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318	Who do we contact if we do see a police officer treating someone with undue force or intimidation? Is there a specific phone number, person to call?	Professional Standards managed by the Office of the Chief of Police by calling 707.778.4370.
319	What training do the Petaluma Police get? At what point is deadly force an acceptable response? Are there policing tasks that you feel should be performed by other professions? Which weapons should the police possess? Are there police on bikes?	You will find an in depth report on use of force policies on our police trust page at www.cityofpetaluma.org/policetrust . Please review the "We Did Not Wait - Where We Have Stood Since 2015" where we detail the answers to your questions.
320	Was PPD on site in SR when SRPD tear gassed protesters? Does PPD condone the use of tear gas in that manner?	We did support SRPD with crowd control but none of our officers were involved in situations where force was used.
321	Recent events involving police use of deadly force around the country has illuminated glaring deficiencies regarding Professional Standards and Transparency. Please provide more detail on your Data & Policies relating to both of those.	You will find all of our policies on the police transparency page and we will be providing additional reports and data in response to this question.
322	Is it true that Petaluma PD is already doing many of the things to prevent excessive force? Can Chief Savano explain the steps he has already taken? Would less funding be detrimental to our police department? Is more funding needed?	Yes, you will find an in depth report on use of force policies on our police trust page at www.cityofpetaluma.org/policetrust . Please review the "We Did Not Wait - Where We Have Stood Since 2015" where we detail the answers to your questions.
323	In what ways do you monitor or measure the culture of the Petaluma Police force to ensure that it is in alignment with the departments stated values regarding officer conduct and use of force?	Bi-annual performance evaluations, direct supervision, review of body worn cameras, and feedback from community members.
324	I see from our police website that the carotid hold is still permitted. Will this be deleted? Also, why do our police officers even need guns? Would the city consider completely disarming our peace officers? Imagine the lives & money we could save!	The use of this technique has been suspended pending review in this public process. We are balancing this use of force policy recommendation against the policy recommendation to exhaust all other means, where the carotid control technique may be the only option before having to use another deadly force option.
325	How would you expect any of your officers to have handled the situation with Rayshard Brooks? What are the specific actions you would have expected them to take in that situation. And, are you confident that their training generally would have had them following your expectations?	Our officers have demonstrated in multiple incidents they can safely and effectively de-escalate most situations that would otherwise end up in a deadly force encounter. We have seen time after time the training and culture of our staff is such that they perform as guardians and respect and value all life and only use necessary force when they have to.
326	How will the City of Petaluma partner with local Black and Indigenous residents of color to collaborate on adequate proposals for meaningful change? Is the recent decision to further militarize the PPD going to be reconsidered?	We have been engaging with BIPOC community members for years and more specifically in recent weeks to be sure they know we want to listen and work together for a better Petaluma. We have not been and will not be a militarized police department.
327	How are non-criminal or non-violent crime calls currently handled? How often do these calls result in officers using force? Thank you for your time addressing our concerns!	We welcome additional resources, especially non-sworn professional staff to handle low-level police calls for service.
328	Chief Savano & Mayor Barrett, please commit to the following: -Black lives matter in Petaluma & everywhere. -Choke holds, hogties, knees on necks will not be used/tolerated. -No racial profiling in our town. -No rogue cops. Thank you!	You will find these commitments on our police trust page at www.cityofpetaluma.org/policetrust

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329	<p>Can the three of you commit to more transparency around our police department's use of force Data & Policies? Specifically, what our current position is on:</p> <ul style="list-style-type: none"> - Use of chokeholds and strangleholds - Requiring de-escalation training - Requiring warning before shooting - Requiring exhausting of all alternatives before shooting - Duty to intervene - Banning of shooting at moving vehicles - Requiring use of force continuum - Requiring comprehensive reporting by officers 	<p>You will find these commitments on our police trust page at www.cityofpetaluma.org/policetrust</p>
330	<p>2. Would you be willing to have an annual report on incidents of police misconduct and their resolution?</p>	<p>Yes we are working to update the police transparency portal now. Thank you.</p>
331	<p>Also I'd like to see a presentation on alternatives to use of force. What would the police dept do if they couldn't use force at all?</p>	<p>We will be producing more detailed reports on our use of force so the public can see how infrequently we use force, what types of force we use, and any injuries sustained in those encounters.</p>