



The City of
SALEM, OREGON

Chief of Police

Community Input Survey

COMMUNITY

SURVEY RESULTS AT A GLANCE

TOP 3

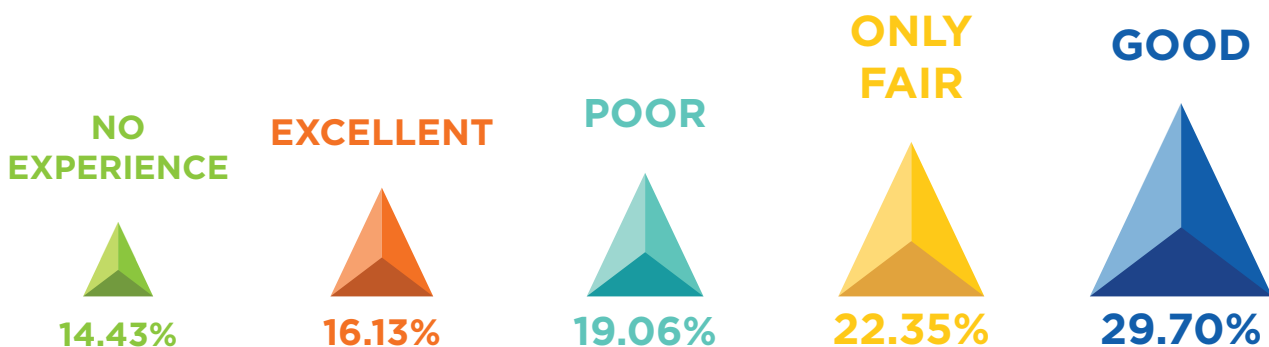
QUALITIES, QUALIFICATIONS, AND SKILLS FOR
NEW CHIEF OF POLICE



TOP 3 DEPARTMENT PRIORITIES



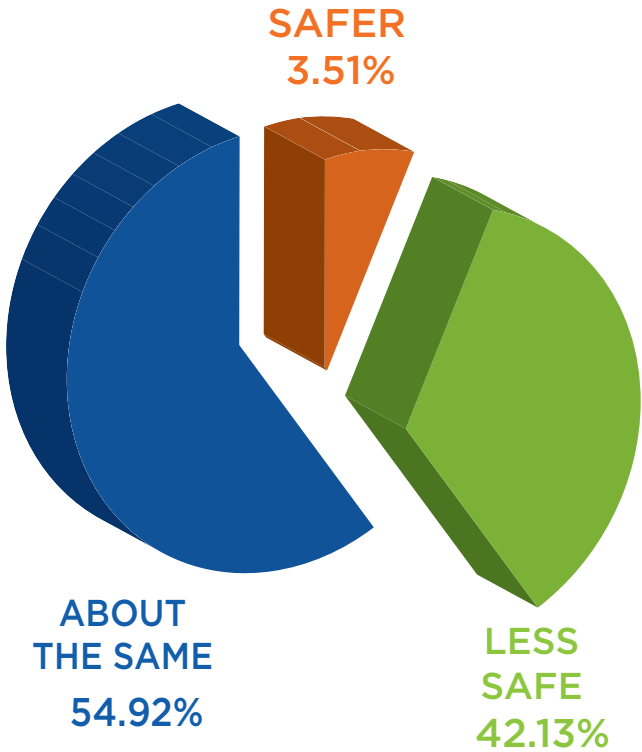
OVERALL EXPERIENCE WITH CITY OF SALEM POLICE DEPARTMENT



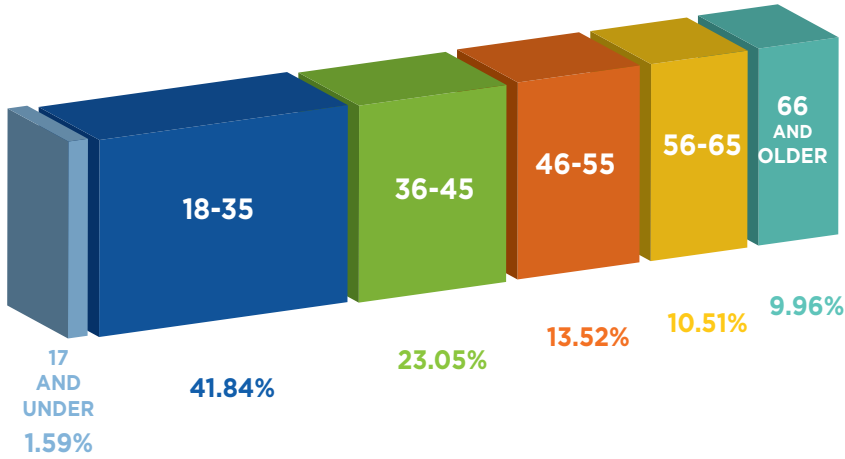
COMMUNITY

SURVEY RESULTS AT A GLANCE

COMPARATIVE SAFETY OF SALEM TO A YEAR AGO

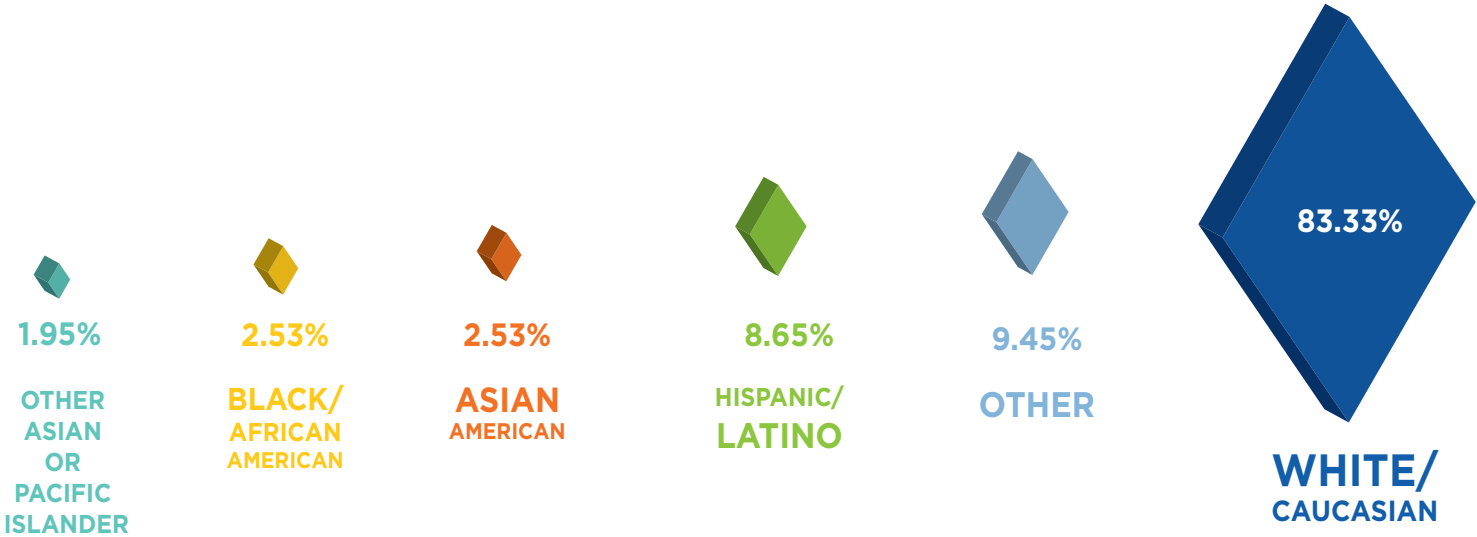


AGE OF PARTICIPANTS



SALEM RESIDENTS	YES	88.72%
	NO	11.48%
WORK IN SALEM	YES	71.52%
	NO	28.77%

ETHNICITY OF PARTICIPANTS



METHODOLOGY – COMMUNITY SURVEY RESPONSES

This report summarizes the results of the Community Input Survey conducted as part of the City of Salem Chief of Police recruitment and selection process. The survey was customized to allow respondents the ability to provide input related to the Chief of Police search and the Department as a whole. Additionally, participants answered questions related to the qualities, qualifications, and skills they believed are essential for the next Chief of Police to possess.

The Community Input Survey was distributed by the City and published through Survey Monkey. The survey was available in three formats: social media, a link sent out via email, and a Spanish language survey. The three surveys were available between May 28, 2020 and June 21, 2020. A total of 2,477 responses were collected; for the purposes of this report, all responses have been combined and analyzed together.

The survey was conducted during a period of national protest following the death of George Floyd in Minneapolis, Minnesota during an incident with the Minneapolis Police Department. Statements made by participants throughout the survey reflect these protests in both the City of Salem and nationally.

What follows are results obtained from the Community Input Survey, including demographics of survey participants, top survey results in key categories, and a summary of comments collected from the participants. A complete copy of the comments received is provided in the appendix.

DEMOGRAPHICS OF SURVEY PARTICIPANTS

A total of **2,477** individuals participated in the Community Input Survey. Most of the respondents live in the City of Salem (88.72%), and the majority (71.52%) are employed in the City.

THE RACIAL DEMOGRAPHIC BREAKDOWN OF RESPONDENTS THAT PARTICIPATED IN THE SURVEY IS AS FOLLOWS:

- 8.65% Hispanic/Latino
- 2.53% Black/African American
- 83.33% White/Caucasian
- 2.53% Asian American
- 1.95% Other Asian or Pacific Islander
- 9.45% Other

THE AGE DEMOGRAPHIC BREAKDOWN OF RESPONDENTS THAT PARTICIPATED IN THE SURVEY IS AS FOLLOWS:

- Age 17 and under – 1.59%
- Age 18-35 – 41.84%
- Age 36-45 – 23.05%
- Age 46-55 – 13.52%
- Age 56-65 – 10.51%
- Age 66 and older – 9.96%

RECAP OF THE SURVEY RESULTS

A summary of the Community Input Survey is provided below. A complete copy of the comments received is provided in the appendix and summarized below.

TOP THREE PRIORITIES FOR THE CITY OF SALEM POLICE DEPARTMENT TO FOCUS ON:

Survey respondents were asked to rank what priorities they thought the Salem Police Department should focus on. The results indicated that “fair and just policing” was the most important priority. The second most selected priority was “strong community relationships,” and the third was “crime prevention.”

Survey respondents were provided an opportunity to identify other areas of priority. Common themes identified included:

- Transparency and fairness in procedures and actions of officers.
- Positive community interaction and involvement. Several participants stated they were too nervous engaging with members of the Department.
- More opportunities for community policing.
- Rebuilding trust within minority communities between officers and the community.
- Peer accountability in the Department.
- Greater emphasis placed on de-escalation training for officers; better prepare officers with equipment and training in communication skills. Cultural sensitivity training and non-bias training was emphasized.
- Redistribute some non-emergency responsibility to other agencies (i.e., homelessness and mental health calls); better train officers on how to handle mental health calls. The call to defund the police and redistribute services was consistent throughout the survey.
- Focus on areas of community concern as it relates to the perception that the Salem Police Department favors community members that align with white supremacist/extremist ideas (the viral moment between the officer and armed community member was discussed several times throughout the survey).
- Following recent protests, participants indicated they would like to see the demilitarization of the Department and the discontinued use of tear gas and rubber bullets.

WHAT, IF ANYTHING, WOULD YOU LIKE TO CHANGE IN HOW THE POLICE DEPARTMENT INTERACTS WITH YOUR COMMUNITY?

The majority of responses related to changes to Department interactions with the community were focused on compassion and equality in interactions between officers and the community. Several participants felt there has traditionally been inequality with how officers interact with minority communities compared to white communities. Respondents would like to see officers interact with the community more positively on a daily basis.

Additionally, participants indicated that they would like the Department to focus on de-escalation when called into service; many felt additional training would be needed to achieve this.

Full comments can be viewed in the appendix.

WHAT, IF ANYTHING, WOULD YOU LIKE TO SEE THE CITY AND POLICE DEPARTMENT DO DIFFERENTLY TO HELP YOU FEEL SAFE

The trends found in the community responses were similar to the previous question in that a large majority of respondents wanted an increased value placed on community relationships and de-escalation techniques used by officers. Participants would like the Department to focus more on peacekeeping and improved mental health training. Many respondents indicated that they felt the Department didn't prioritize de-escalation and appropriate approaches to mental health calls enough and would like to see an increased effort in the future. Some participants did indicate that they believed the Department was conducting themselves well.

Full comments can be viewed in the appendix.

WHAT WOULD YOU SAY SHOULD BE THE PRIORITIES FOR THE NEXT CITY OF SALEM CHIEF OF POLICE?

A primary area of concern among participants was the safety and inclusivity of all community members, regardless of ethnicity, as many felt equality was lacking in officers' treatment of some members of the community. Building relationships with the community and opening a dialogue was seen by many as the top priority for the new Chief. Additionally, participants noted that the new Chief should focus on de-escalation and shifting some Department responsibilities to other outside agencies. Community participants also indicated that the new Chief should lead by example and focus on accountability amongst the officers and be accountable to the community.

Additional comments focused on mental health training, homelessness, and demilitarization of the force. Full comments can be viewed in the appendix.

ADDITIONAL COMMENTS OR SUGGESTIONS FOR THE NEXT CHIEF OF POLICE?

The following is a summary of prominent concepts provided by the community as areas of focus or suggestions for the next Chief of Police:

- Lead both the Department and community by example. The Chief should be a strong leader, compassionate, and a good listener.
- The next Chief should have the strength to make difficult decisions and rise above politics.
- Create positive community and Department interaction; the Chief should be a bridge between the community and officers.
- Treat all members of the community fairly and equally, regardless of ethnicity. The Chief should be committed to diversity in the Department; several participants indicated they would like a Chief that meets the current moment.
- Focus on the homeless community in Salem.
- De-escalate and demilitarize. There is concern among a majority of participants that the Department and officers are aligning themselves with radical white supremacy groups.
- Focus on training and ban the use of chokeholds, in addition to body and dashcam requirements for all officers. The community would like a focus on bias-training and have the Chief be someone that is "actively anti-racist."

WHAT ARE THE MOST IMPORTANT QUALITIES, QUALIFICATIONS, OR SKILLS THAT A NEW CITY OF SALEM CHIEF OF POLICE SHOULD HAVE?

Respondents were asked to select/rank three qualities or qualifications out of a predetermined list that are the most important to them personally to see in the next Chief of Police. The results found that “committed to diversity, equity, and inclusion,” “integrity,” and “accountable” were the responses with the highest rankings.

HOW WOULD YOU RATE YOUR OVERALL EXPERIENCE WITH THE CITY OF SALEM POLICE DEPARTMENT?

Survey respondents were asked to select one option for how they would rank their overall experience with the Department; the results showed:

- Excellent – 16.13%
- Good – 29.70%
- Only fair – 22.35%
- Poor – 19.06%
- No experience – 14.43%

COMPARED TO A YEAR AGO, DO YOU FEEL THAT THE CITY OF SALEM IS SAFER, LESS SAFE, OR ABOUT THE SAME?

Survey respondents were asked to select one option for how they would rank their feeling of safety in Salem compared to one year ago, the results showed:

- Safer – 3.51%
- Less safe – 42.13%
- About the same – 54.92%

IS THERE ANYTHING ELSE YOU CAN THINK OF THAT THE CITY SHOULD CONSIDER WHEN SELECTING THE NEXT CHIEF OF POLICE?

A major trend in responses showed that the respondents would like the City to select a candidate that can improve relationships with the community, specifically relationships with minority community members. Several respondents shared their belief that the next Chief should be someone that will live in the community once they are hired. Respondents indicated that they would like to have more positive interaction with the Department, rather than only during circumstances when they might be called for disturbances.

Several community members shared concern over the recent viral moment with an officer and armed protestor during the recent protests, as previously mentioned. Participants raised concerns over perceived racism in the Department and any appearance of relationships with extremist groups. Respondents request that the City and new Chief take an audit of the Department and investigate any abuses of officers and impressions or incidents of double standards. Several within the community would like the new Chief to address the anger related to the perceived force used against protestors. Participants also suggested that the City look at reallocating funds away from the Department towards other agencies that can address mental health, substance abuse, homelessness, etc. Concern over homelessness encampments and lack of programs were also continuously mentioned throughout the survey.

Participants would like to see the new Chief be someone that is progressive and will hold officers accountable. Additionally, Participants would like the City to focus on hiring not only a minority candidate for the Chief position but diversity in hiring practice for all officers as well. Finally, several participants indicated that they would like to have community involvement in the selection process.



Appendix



DEPARTMENT PRIORITIES - Continued – Do you have any additional comments or suggestions on overall Police Department priorities?

Chief of Police Survey for the City of Salem

#	RESPONSES	DATE
1	The role of the police should be limited to preventing and solving violent crimes. Having a badge and a gun is not appropriate for improving neighborhood quality of life and is not necessary for many issues, like mental health crises, that currently prompt a police response.	6/21/2020 12:28 PM
2	More training on treating all people of all color fairly, with less violence. More training on dealing with people with mental health issues, that will not traumatize or physically/ violently harm them. We need to be able to trust our police force, not fear them.	6/21/2020 10:26 AM
3	I would appreciate more civic engagement on what Police should help with, and what situations other trained professionals would be best suited for, such as mental health, homelessness, etc.	6/21/2020 2:14 AM
4	No	6/21/2020 12:01 AM
5	We need a police force that does not target minorities.	6/20/2020 9:30 AM
6	Establish trusting relationships with the community	6/19/2020 11:44 PM
7	the highest priority of the department should be to protect individual's rights under the constitution against any attacks, including attack by government overreach.	6/19/2020 10:44 PM
8	Get rid of your Nazis. Get rid of your murders. Root out misconduct and bad cops. Earn the trust of the people.	6/19/2020 9:23 PM
9	Focus on improving training for police officers specifically with regards to mental health and respect of all persons in Salem	6/19/2020 9:03 PM
10	Multiple attempts to prioritize and boxes kept jumping. I want a total new look at policing. No traffic stops. Leave mental Hoth issues to professionals in field. That includes issues with addiction, homelessness. These are not crimes. Better change image with white supremecists.	6/19/2020 8:37 PM
11	Why do you have fleets off dodge chargers and drive around all day on V8 engines, guzzling gasoline. Shouldn't the department sell off those vehicles and get hybrid or electric vehicles instead?	6/19/2020 7:46 PM
12	Better deescalation training, like what nurses in behavioral health clinics have to go though for mentally ill or mentally disabled citizens.	6/19/2020 7:37 PM
13	Equality. If you set a curfew into place everyone needs to abide by it. Assuming someone is a up to no good (without any evidence) because they dress a certain way or are a person of color is profiling and should not be tolerated. Just because you might deal with some awful people does not mean all people in that demographic are anywhere near awful. Using excessive force on peaceful protesters is also not ok. Yes there might be a few in the bunch that are destructive, but pick them out. Don't make everyone around them suffer. I know you do good work in Salem but everyone always has areas to improve and these are the big ones that so many are calling for. Salem is where I grew up and I am just so disappointed in the response to the protesting. I know it's hard to not take this movement personally, but in the end i feel it's fair to give constructive criticism about these areas that need improvement. I know not all the officers fall in these categories but the fact that some do is not ok.	6/19/2020 5:16 PM
14	True crime prevention is community relationship building.	6/19/2020 5:09 PM
15	Redirect funds to community programs such as Marion County Juvenile Dept family support. Stop buying military gear for police!	6/19/2020 4:52 PM
16	No	6/19/2020 4:31 PM
17	There should be internal priorities around rooting out white nationalists, having zero tolerance for racism, ensuring racial equity, and the elimination of use of lethal weapons in community responses.	6/19/2020 4:26 PM
18	Respect for the police is extremely low from the younger generations. This is due to being raised in a public indoctrination camp that is our public school system and thus have created the age of entitlement and disrespect. Any police chief at this time needs to be a strong leader who makes crime prevention and orderly conduct a priority and isn't going to be pushing for constant and needless social reform to appease a society of sheep. I am apart of this younger generation by the way.	6/19/2020 4:15 PM
19	Equality with everyone, rather the Preferring One group of individuals!	6/19/2020 4:15 PM

Chief of Police Survey for the City of Salem

20	no	6/19/2020 3:48 PM
21	Demilitarization of the police force. Community engagement particularly building relationships with minority groups and people of color.	6/19/2020 3:15 PM
22	I would like to see less of the cities funds go to Police and instead creating programs to help people, like Cahoots in Eugene.	6/19/2020 2:34 PM
23	I want fair and just policing, but feel that much of what is being considered "fair" and "just" in the current political climate is actually prejudiced. I would personally like to feel safe in my own community and not be worried that people who don't like the police are going to defund an organization that contributes to the peace.	6/19/2020 1:48 PM
24	No	6/19/2020 1:43 PM
25	I have these listed in the order I see the priorities specifically for the Salem PD to work on moving forward. Obviously, crime prevention and response time are highly important. However, focusing on social training, community engagement, and especially treating everyone with the SAME standard, fair and just, is the priority right now. As a downtown business owner and resident, I personally witnessed injustice over the last couple of weeks. Also, an option that is not listed would be police tactics moving forward that do NOT use tear gas or flashbangs on peaceful protesters.	6/19/2020 1:23 PM
26	Y'all aren't social workers so stop trying to be one and hire trained professionals to do 90% of your workload.	6/19/2020 12:52 PM
27	It's no secret that the police in Salem have been outed as supporters of white-supremacy militias. Our city has gone viral in the worst way possible with the attention we've been getting regarding their behavior. The chief of police needs to be ABSOLUTELY against these behaviors, and must have a plan to abolish the brutality of our police departments and their unfair treatment of those who want change. No more racial injustice. No excuses! Defund the police, invest in our communities. WE WANT TO LIKE OUR OFFICERS AND FEEL SAFE IN OUR CITY!	6/19/2020 12:41 PM
28	Connecting people to services to get help instead of arrests/jail. Helping people improve their lives will reduce crime.	6/19/2020 12:29 PM
29	Support police do not allow for people to break the law under the "Cover" of protesting	6/19/2020 11:03 AM
30	We need to focus on the root causes of crime such as poverty, lack of affordable housing, education, mental health and the potential resulting drug use. By accurately addressing those issues, it would seem the need for strong enforcement would be greatly reduced.	6/19/2020 10:30 AM
31	Someone who does the right thing for human right, someone who does not support white supremacy, someone who won't allow cops to [Expletive] kill or hurt or take people to jail for no reason, justice for George justice for Breona everyone who has suffered needs justice. Someone who understands that blue lives isn't a [Expletive] because nobody wants someone with 40 hr shift terrorizing black people And hey we can't forget [Expletive] ICE get that [Expletive] out of here are, you [Expletive] kidding me? It's 2020 you messed with the wrong generation. Change your ways or we will do it ourselves. Your cops are only powerful with their guns we are powerful with our words or guns but we just choose not to use guns because it's [Expletive] in humane it's sad that your cops brains only work that way. You see if people were running around with tear gas, tear gassing cops would be a crime right? but how is it not a crime when they do it to peaceful people protesting.... make it make sense... people that have been lynched, killed with someone's [Expletive] leg around their [Expletive] throat, walking in to someone's home and shooting them by "mistake" yet the person they were coming for was already in custody? WE NEED SOMEONE WHOS GONNA [Expletive] GIVE THESE PIGS TRAINING MAKE IT 5 years 6 years and in those classes teach them that it's [Expletive] skin SKIN! Teach them that IF THEY ARE SCARED TO DO THEIR JOB THEN DONT [Expletive] DO IT THAT JOB ISNT FOR THEM, we need someone that understand us not someone who has their own opinion because quite frankly your guys opinions and choices have gotten us well [Expletive] nowhere, so tell me why do we need you guys? If you guys are useless..? What will we do when cops are murders who do we call? Who the [Expletive] do we ask for help the firefighters?Nurses? I'm sick and tired of seeing innocent people die! Imagine if it was your child imagine if it was your wife, imagine if it was you! You wouldn't like it right? Be the good ones please I'm begging you.	6/19/2020 9:49 AM
32	Just Smile more honestly. It helps break the ice and i think more cops need to smile.	6/19/2020 7:36 AM

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33	Enhance trauma education, deescalation, responsible and fair policing policies and practices, including fostering an environment where peer accountability is encouraged above protecting underperforming peers from the consequences of their bad behavior	6/19/2020 6:29 AM
34	I have been working continuously on problem houses since I moved in here. Right now the primary issue is three problem dogs in particular. I've done all i can to work with these neighbors. I solved two other problem dogs successfully. My neighbors thank me for working through death metal bands at two ayem, drunk fights and bonfires ALL night on weeknights, screaming revving six to eight hours a day daily and the dogs fighting other dogs th rough the fence, but my neighbors will not lift a finger to help get the relief they thank me for later. I need police support to continue to be there for a while longer so we can get to an equilibrium at last that has to do with making teh problem people realize that there are rules, standards and it can work ok to keep to them - everyone can be free enough if each of us gives a little towards the threshold. One is a family whose dog howls every night at sunset and, his owner is in Mexico so he screams and barks actually throughout every night. I sometimes go over at three ayem to ask for help with this truly sweet dog. They are latino so I don't want to report it to police. I do not want to make any troubles extra for them; but it may come to this. Another is a problem, interpersonally violent hispanic male neighbor your officers have had to deal with before... another is a part deaf woman who knows she got a needy dog that screams and cries and also works up allt he other dogs. She reneged on working on this with me once she realized her dog is a daily issue and I only contacted her every three days to ask for help!!! Ha. Anyway... that's my story. I continue to work on the issues that are bothering others, but they won't help. And i find the thanks to be cheap. I'm impressed with how much support I have received in this past two years, much differentfrom how it was being handled before, leaving me with a very poor opinion of your force . I don't know what changed, but the support is there now, and I'm not treated like I'm the problem. Brent H explains the laws very clearly and completely and is good at this job and knows our neighborhood quite well. Been good. My next issue: what exactly are you going to do to support us thru the next phase of CV? The selfish lazy lunkheads who made Salem incredibly unsafe this past few months are vowing to disobey the mask up rules. I have observed hindi shop owners cowering behind their plexiglass and reassuring white male hostilities that it's all good thatthey have no masks, are standing right on top of others... where are the supports and what are they going to be? I have cancer and so far I hate Salem. The people are unbelievably ignorant and selfish. And rudely walk right up on people while not wearing masks. There is going to be the need for a conspicuous police presence in the form of foot patrols and very prompt appearances to support retailers. Meanwhile, we are going to need OSHA to force retailers to take control of their premises correctly and MAKE it safer for their employees. Thanks.	6/19/2020 12:37 AM
35	School Resource officers program shouldn't be tossed by the wayside. This is a great program to connect our police and the next generation to have shared respect. Don't strip funding for our police before taking the time to analyze how dangerous some of the situations you would be placing mental health workers in if they were to have to respond to all of the calls that our five police showed up to in order to provide safety for "everyone" involved.	6/18/2020 11:10 PM
36	No	6/18/2020 11:03 PM
37	No. 1. Fair and just policing, with respect to human life regardless of race, origin, sexual orientation, or creed. Saying "fair and just policing" is not enough. It is too general to convey the values and standards people expect police to show in their work.	6/18/2020 8:53 PM
38	Don't consort or sympathize with white supremacists.	6/18/2020 8:15 PM
39	Sensitivity training to medical or mental illness	6/18/2020 6:25 PM
40	IR needs to clean up the department!!	6/18/2020 5:55 PM
41	Zero tolerance of bigotry or racist mentalities. Overall community first. Protect the people.	6/18/2020 4:58 PM
42	I ranked community relationships, engagement with youth and neighborhood quality of life as high priorities for the police department because I do not believe that these relationships are very positive right now. I also believe that it should not fall on police to respond to welfare checks, sexual assault allegations, or situations where someone's mental health is in question and they need assistance. They should be responded to by mental health experts trained in counseling or extensive training in de-escalation. If police are responding to these types of calls they should not be armed.	6/18/2020 4:51 PM
43	Yes. I have noticed hyper focus on traffic issues and tickets and lack of assistance in other	6/18/2020 4:44 PM

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areas because there are not enough police. I'm not sure how waiting around on your motorcycle catching someone running a yellow light is more important than responding to and investigating crimes, serving restraining orders, etc.

44	Provide more training for officers. Let the Chief make police decisions. Enforce laws.	6/18/2020 4:36 PM
45	I would like to see police officers disengage in activities that would be better served by social workers in specialized fields. I would like to see an overall positive change in the culture of policing, with less emphasis on arresting and more emphasis on wrap around services that will improve the lives of our more vulnerable. I would like to see a huge emphasis on bias training.	6/18/2020 4:27 PM
46	Somehow create cooperative efforts to have mental health professionals take that burden from you.	6/18/2020 3:09 PM
47	Racial equity training and de-militarization are very important. Recent accounts of racism in the Salem PD are deeply concerning. The priority of police should be responding to current-moment violent crime, and should promote leniency and connection to community resources for other types of problems.	6/18/2020 2:46 PM
48	Stop discriminating against minorities. Also stop using excessive force when it is not needed. Realize people may not be in the best mental state and using force instead of trying to first deescalate the situation ain't it.	6/18/2020 2:32 PM
49	Stop supporting white supremacy and "2nd amendment advocates." Clean your house.	6/18/2020 1:38 PM
50	We should want to be better. We shouldn't have to vote to be better. YOU GUYS SHOULD WANT TO BE BETTER. We shouldn't be a [Expletive] racist city.	6/18/2020 12:40 PM
51	defund the police	6/18/2020 12:22 PM
52	Leave the warrior mentality behind, fighting the community is not supporting the community. The police union has soured in its power and needs to be reformed .	6/18/2020 12:15 PM
53	Reduce police budget enormously so that money is available to programs that actually address root problems	6/18/2020 12:02 PM
54	1. Stop requesting more money to fund your department. 2. Require longer training for your officers. 3. Have intensive bias training to prevent race based arrests and police brutality. 4. Take allegations of sexual assault seriously. Do not victim blame.	6/18/2020 11:26 AM
55	I numbered them as they should be, not as they currently are. Right now a lot of Salem's resources are being used to combat homelessness. It is benefitting no one. I'd love it if that changed.	6/18/2020 10:56 AM
56	None at this time. I believe you all are doing a great job and support every one of you!	6/18/2020 10:50 AM
57	They should be black.	6/18/2020 10:31 AM
58	Focus on violent crimes not on mental health crises, homelessness/ homeless individuals, or other tasks better left to social workers. Reduce bigotry inside the department.	6/18/2020 10:08 AM
59	CAHOOTS in Eugene is a great model to reduce burden on officers.	6/18/2020 8:52 AM
60	Enforce the laws. Don't put up with any shenanigans. Ask the Fire Department to use their water cannon.	6/18/2020 8:00 AM
61	"Fair and Just Policing" should not need to be something that the community needs to say they care about. It should not be an option. It should just be commonplace that the police treat everyone fairly. The fact that it is something I need to tell the police that I care about is astounding...	6/18/2020 7:18 AM
62	Treat everyone equally. Don't target people of color. Don't give breaks to white supremacists. Don't attack peaceful protestors. That would be a start.	6/18/2020 7:02 AM
63	Make sure officers have resource, gear, and support they need to serve the community properly.	6/18/2020 3:46 AM
64	I feel building relationships is very important because it can help when having to deal with a call. The police can know how to deal with the people they encounter. I also think there should be more de-escalation techniques and cultural training.	6/18/2020 12:26 AM

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65	No SJW BS	6/18/2020 12:19 AM
66	Hire mental health advocates. Defund police and fund social workers.	6/17/2020 10:45 PM
67	I think you do a good job	6/17/2020 10:05 PM
68	Please do not down size	6/17/2020 10:02 PM
69	There needs to be more training. It doesn't make sense that a hair dresser/barber has to go through more training than a police officer.	6/17/2020 9:38 PM
70	Empathy, problem solving, de-escalating tense situations peacefully, skills for keeping Salem safe while keeping it peaceful should be taught and practiced..	6/17/2020 9:37 PM
71	Build bridges	6/17/2020 9:35 PM
72	Read and follow the us and oregons constitution (honor your pledge to serve and protect, yes in that order)	6/17/2020 9:18 PM
73	Redistribute Police budget. I won't say defund Police, but a new headquarters at residents' expense (bond measure) is a poor use of funds given our city's abysmal response times.	6/17/2020 9:13 PM
74	Fire officers with racially motivated abuse of power, and actually deal with the KKK and racism spewing out of Dallas.	6/17/2020 9:11 PM
75	Protection of vulnerable populations (mentally ill, homeless, substance addicted, immigrants)	6/17/2020 8:50 PM
76	Providing a mental health response team	6/17/2020 8:08 PM
77	Officers should not show bias towards any individual. They should take every precaution before using their gun.	6/17/2020 8:08 PM
78	Never use tear gas on civilians or rubber bullets. Stop protecting iii percent and involving yourself with boogaloo bois for your protection. Learn to apologize and bring accountability to the police. Sgt. Mike johnson and his command. Raise the education requirements for police enforcement to college degree. High school diploma is no longer enough.	6/17/2020 7:53 PM
79	To actually listen to what people of color have to say and try and understand where they are coming from. And maybe include some sort of diversity class while in the academy and seminars once and a while	6/17/2020 7:14 PM
80	my family and I highly support our police dept, we feel its unjust to request defunding the police dept because of a few bad apples, instead the police dept should get more funding to train and educate. It feels like the police dept is wrongfully being targeted for a few bad policemen and that's just wrong, we are praying for our police dept.	6/17/2020 7:04 PM
81	You guys should be talking with the other side because the only way to bring peace is to talk.	6/17/2020 6:45 PM
82	I think, overall the police system in the United States is very antiquated. Safety that is safeguard by violence isn't safety. The police department priorities should be to rehire all employees and conduct adequate interviews and background checks for all officers. I have been teargassed and laughed at by police and I have personally heard police say racist remarks about protesters. I do not feel safe living here. Police should all have more training in de-escalation and non violent conflict resolution. When I see police officers in this town I know they have not been trained properly or to the extent that is necessary. Also, I would like the police department defunded and have their budget reallocated to communities based policing and instead of police being asked to respond in cases of mental health, or domestic disputes, you send de-escalation profesionales, and mental health specialist. People should actually get the help they need. We don't need more people in jail or to be tickets for going 10 miles over the speed limit.	6/17/2020 6:24 PM
83	Allocate more funding to programs that reduce the need for police. Citizen led audits of police department culture to make sure it serves our communities needs and not and us/them warlike department culture.	6/17/2020 6:02 PM
84	Things that matter to me: I hope a Police Chief would: • Invest in learning and implementing best practices for reducing and managing homelessness. • Insure that all police are trained on poverty, trauma, the homeless brain, and encourage other city officials to also receive these trainings. • Implement transparency by having Salem crime statistics available online. • Refuse to support prohibitions of "acts of living". • Track citations and arrests resulting from bans on	6/17/2020 5:12 PM

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sitting, lying, camping, and unattended property. (So we have data to assess effectiveness and punitive results of existing ordinances.) • Track deaths and crimes done to and by unsheltered individuals, so our perceptions about homelessness and people who are homeless can be more informed and accurate. (Unsheltered individuals are often the victim of crimes by sheltered individuals, yet people don't talk about that much.) • Have clarity and transparency about use of force policies and follow-up. • Be a-political, honest, smart, loyal to values more than a department, and willing to take a strong position about humanity of all people, sheltered or not.

85	Protect and serve means not having armed militias on the streets for "business protection." Those people are more dangerous than people walking with signs.	6/17/2020 4:14 PM
86	Strong community relationships, youth engagement can provide and promote crime prevention. The items on this list are interrelated.	6/17/2020 2:52 PM
87	Removal of riot gear. Proper training to remain calm without drawing weapons on civilians.	6/17/2020 2:48 PM
88	Hire police officers you would want to be policed by if you were a poor person of color living in a bad neighborhood.	6/17/2020 2:47 PM
89	Yeah, how about you not let armed citizens roam freely downtown under the guise of 'private security,' because that was some serious bull\$#!t on your end.	6/17/2020 2:34 PM
90	The overall priority should be to decrease public contact with police. Other community services should be put in place to address things the police are not trained or equipped to deal with. Defund the police system and reinvest in the community instead. Try to get a refund on all the ridiculous militarized equipment that they deployed on peaceful protesters and then give that money back to the community as well.	6/17/2020 2:15 PM
91	The police department should prioritize community support and providing resources to those in need.	6/17/2020 1:57 PM
92	I would like to see the budget completely reduced and to de-militarize and disarm every police officer.	6/17/2020 1:39 PM
93	Holding police accountable	6/17/2020 12:10 PM
94	Accountability for officers and supervisors in regards to on-the- job misconduct including but not limited to: abuse of power, failure to serve the communities of color and pocs, and excessive use of force.	6/17/2020 11:22 AM
95	I would want the chief to be curious, thoughtful, and open to the proposals connected to "defund the police." I would want them to be able to speak in depth about how they would work with other agencies (e.g., mental health, homelessness advocacy, etc) about alternatives to police response. I would want them to have a richness to their thoughts about how to minimize implicit violence and use of force. I would want them to have recommendations for past work with communities of color.	6/17/2020 11:17 AM
96	Connect our homeless and sick neighbors with the services they need without arresting them first	6/17/2020 8:13 AM
97	Ban tear gas and rubber bullets. Relinquish any military equipment	6/17/2020 8:02 AM
98	The department needs to acknowledge the racist and white supremacist history of policing, and actively work to subvert it. The department needs to prioritize de-escalation above all else, and dramatically reduce use of force. The department needs to be fully educated in mental health and physical health crisis events that can be misunderstood. The department must hold officers accountable for their actions, disallow drawing on pensions for officers convicted of a crime, and do away with paid leave for officer offenses. The department must also recognize its preferential treatment of white supremacist groups, and stop this favoritism.	6/17/2020 3:02 AM
99	Defunding	6/17/2020 12:05 AM
100	Strong connections with community and social work departments. Reduce police workload	6/16/2020 10:57 PM
101	I think that the root issues of crime such as inequality, poverty, education and mental health should be tackled before the band-aid solutions of arrests, fines, and imprisonment are implemented	6/16/2020 10:36 PM
102	Get to know us and allow us to get to know them as people, not cops.	6/16/2020 9:53 PM

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103	End your contract with the Salem-Keizer School District. Stay out of schools. Do not police youth. Stop working with the white militia. Defund yourself. Disarm yourself. Don't police neighborhoods. Don't police BIPOC communities. Don't police unhoused communities.	6/16/2020 7:19 PM
104	strong enforcement standards, strong ethical standards, strong training standards, changes to union practice of protecting "bad apples"	6/16/2020 6:55 PM
105	I think funds spent on the Police should be spent on mental health professional to assist with the many folks who are drug, alcohol addicted and mentally ill. I further believe more money should be spent on housing and social services to help our homeless population and then policing would not be necessary. I further think all police should be required to have at least two years of training before they become police officers.	6/16/2020 6:53 PM
106	Discrimination training & ongoing mental health support for officers would be wonderful	6/16/2020 6:40 PM
107	Reshaping the SPD to focus more on de-escalation, hold officers accountable for misconduct (including firing the officers who were selectively enforcing the curfew), become a RESOURCE for the homeless, and root out white supremacy instead of protecting it.	6/16/2020 5:50 PM
108	Prioritize public safety over the rights of armed white supremacists.	6/16/2020 5:49 PM
109	I want the department checked for links to white supremacist organizations i.e. Proud Boys. I've seen the videos of Salem police showing favorable treatment to them, as have thousands of citizens of Salem. This can't go on- The next chief of police must publicly acknowledge these incidents and openly declare a plan to check for & remove the influence of these organizations from their ranks.	6/16/2020 5:08 PM
110	Limiting use of force	6/16/2020 5:03 PM
111	Implement increased training including de-escalation and minimizing use of force, appropriate engagement with youth, LGBTQ individuals, the differently abled, and those of different religious affiliations.	6/16/2020 5:01 PM
112	The police should focus on increased training and vetting of its officers. Too many innocent people have been taken away from us by "bad apples." We need to find them before they are out on the streets with the right to take a life. Extended training would help figure out who is there for the right reason. Police should be held accountable for their brutality. The rest of the officers should be motivated to call out their co workers and not be worried that they could lose their jobs for righteous defense of a civilian. I want to see people respect the police again. But that will never happen if the department does not change.	6/16/2020 4:59 PM
113	The Salem Police Department is broken. Not just the police brand, which is broken worldwide, the conduct of our local police has shattered the brand locally. I have seen one cop on patrol in my neighborhood in the past two years! Why do I need you?	6/16/2020 4:32 PM
114	The current Salem PD cannot be entrusted to make community members feel safe. Declaring lawful assemblies unlawful in order to justify the use of military grade weapons against mostly peaceful protesters just because of a few ill-informed agitators indicates that SPD would rather show force than commit themselves to positive and necessary systemic overhaul. Not only did they make peaceful protests into dangerous protests, but they encouraged and thanked armed known white supremacists to stand downtown and intimidate locals, all in the name of protecting local business from some imagined enemy. I cannot trust a police force that not only tolerates but encourages armed hate group members to be present in my city. I especially cannot trust a police force that selectively enforces a curfew in favor of armed hate group members, is caught doing so on film, and claims by way of an apology that the officer was "not properly briefed." I realize the PD has taken steps to diminish the harm caused by all of the above, but unless the next Chief of Police takes these items to heart and makes them robust features of their role in intentionally redesigning the SPD culture, these steps will have been for nothing. We cannot return to "normal" because "normal" is what got us here in the first place. All this indicates to me that the SPD needs to prioritize the following above all else: - Training in fields of crowd control (and when, if ever, it is even necessary). - Sensitivity and bias training on race, gender, trans issues, etc. - Training in responding to mental health crises, and other areas the police are dispatched to but not properly trained to respond to. - Weeding out covert prejudice among officers, and being actively anti-racist. - Listening to and learning from community members about what they need. - Holding officers accountable for poor judgment -- having good judgment should be a top requirement for a profession that affords one so much power; it must not be dismissed so easily when an officer exercises poor judgment. - Holding officers accountable for everything they do and say. Officers who cavort with white	6/16/2020 4:32 PM

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supremacists in their free time must be not only found out but ousted from the SPD. There can be absolutely no room for bigoted individuals on the force, because that means their judgment is inherently unsound. - Complete transparency.

115	Get out of our schools, then defund yourself.	6/16/2020 4:18 PM
116	What sort of Accountability will be held for officers that behave inappropriately? What sort of de-escalation training will be give? What sort of normal training will be required of regular officers? Will see stealthily painted vehicles or more visible deterrent vehicles used? What sorts of efforts will be put in place to remove racist and bigoted associated officers?	6/16/2020 4:11 PM
117	The city of Salem and the Salem Police department (SPD) should have one collective goal at this time: end the openly racist culture that exists in Salem. It does not take much digging on the City's and SPD's facebook pages to see just how entitled local people are to sharing their racist beliefs and how any thing different is out of the normal. Salem's Police chief recruiting process should favor candidates that are progressive and favor reimagining what policing will look like in Salem's future. Our city's culture, and the surround counties of Polk and Marion, are already heavily entrenched in a White Supremacy culture. The Salem Police should be leading public outreach and facilitating the hard conversations that need to happen in this community to put an end to the toxic racist culture in Salem.	6/16/2020 11:33 AM
118	Most of the topics listed are not priorities to me. I'm more concerned about defunding the police, and would like to see community outreach programs opposed to police officers.	6/16/2020 10:59 AM
119	I believe the police department should be defunded and replaced with unarmed social workers, crisis negotiators and community support networks.	6/16/2020 10:51 AM
120	Statistical police don't prevent crime, social programs do. Police should be there to investigate, crimes, mediate conflicts, and be part of, not above our community.	6/16/2020 4:23 AM
121	Become the gaurdians of our community in the eyes of every person who lives here.	6/15/2020 11:58 PM
122	Get police out of their cars and biking/walking around the community. Stop with traffic enforcement and focus on community building.	6/15/2020 11:06 PM
123	Actually responding to reports of theft, vandalism and drug dealings. Hire more officers rather than spending money on a new building when little is done to actually police the City of Salem	6/15/2020 10:59 PM
124	Thank you	6/15/2020 10:26 PM
125	Focus primarily toward equity and inclusion as well as ongoing training in bias and racial profiling.	6/15/2020 10:01 PM
126	Please consider making implicit bias a mandatory annual recertification along with other DPSST recerts.	6/15/2020 8:09 PM
127	Top priorities should include rooting out racism in the police department and protecting vulnerable street users (e.g., pedestrians, cyclists, skateboarders, etc.) from being killed by the drivers of motor vehicles.	6/15/2020 7:05 PM
128	Racial justice - monitoring of police interactions by race.	6/15/2020 6:31 PM
129	Active Anti-Racist attitudes, and actively speaking against white supremacy	6/15/2020 6:06 PM
130	Please demilitarize the police department.	6/15/2020 5:38 PM
131	NO	6/15/2020 5:00 PM
132	I would love to see a focus on addressing the root causes of crimes, such as providing housing for the homeless and help to residents with mental health and addiction struggles,	6/15/2020 4:48 PM
133	End the unjust targeting of BIPOC.	6/15/2020 3:26 PM
134	Focus on de-escalation rather than use of force.	6/15/2020 3:00 PM
135	I believe we should have peace officers, not police officers. If money is appropriated towards programs to reduce poverty crime will be reduced as a result. We need to ensure that ALL people have access to affordable housing and opportunities to prosper.	6/15/2020 2:41 PM
136	Redistribute funding, place more attention on mental health resources, make it easier/possible for ex-cons to succeed in life, have youth support to help limit crime and help youth get a good	6/15/2020 2:16 PM

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	jump in life. Place more attention on training of police.	
137	Prioritize testing for racial bias and mental screenings for all officers.	6/15/2020 2:12 PM
138	No	6/15/2020 2:04 PM
139	Yes, tear gas and other weapons like it are war crimes, but still justified to be used against civilians. The use of these weapons should be illegal across the board.	6/15/2020 2:03 PM
140	Fair and just policing. Cooperation with mental health and other agencies to decrease compression of officers doing jobs they are not intended to do.	6/15/2020 1:50 PM
141	The Salem Police Department has a notorious history for being racially misinformed and lack of positive community engagement. Many in the community feel that Salem PD would rather ticket people for minor traffic violations to pay for their top-of-the-line equipment than actually engage with the community in a way that makes us feel safe. I currently do not feel safe around Salem Police officers and I know I'm not alone. It will take radical change to remedy that. Not just diversity training, but actual investment into our communities. We need less cops and more resources.	6/15/2020 1:46 PM
142	Social services, homelessness, drug addiction and/or mental health issues are probably a large part of what police officers deal with. I'm not sure defunding the police department is the answer. I would like to see officers trained more extensively in these areas and then have each type of issue have it's own section/department. For example: a) dispatch receives a call for a welfare check on children in a home, b) a call re: a homeless individual with mental health issues, c) criminal activity, such as auto theft, gun violence, robbery, etc., the call would be routed to the appropriate department. The size of each specialized department would be based on the history of the number of calls related to the specialty in a city. Perhaps this already exists to some extent, but I believe training in these areas should be extremely in depth. Without this, officers end up with generalized training that can lead to actions that aren't effective in the end. Also, I believe the 3 strike rule should apply to police officers. If they are found to use excessive force, coercion or any activity that is against the code of conduct, their service should be terminated permanently.	6/15/2020 1:43 PM
143	Reduce/eliminate racial profiling.	6/15/2020 1:04 PM
144	Make the people feel cared about not afraid. Im tired of being scared and paranoid when i see a police officer rather than protected. Let me know i matter in the eyes of the law.	6/15/2020 1:01 PM
145	All criminals should be prosecuted to the fullest extent of the law. Actions must have consequences or people will just keep breaking the law.	6/15/2020 12:59 PM
146	Hold yourself and others accountable for your actions and biases. Do not be the reason another innocent black person is killed at the hands of abuse of power, racial profiling and police brutality. Nevertheless, not committing murder is not good enough, be aware of your relationship with the black community and do not broken window police, over police black neighborhoods, use excessive force or press unfitting charges for petty crimes. Police officers hold a position of power and privilege that has been abused time and time again, so use that privilege to make this country safer for black people, that should be your priority.	6/15/2020 11:42 AM
147	No	6/15/2020 11:41 AM
148	The department's values are honor, integrity, service and compassion. We need more of the last three. We need integrity to include transparency, accountability, and punishing officers who do wrong. We need the department to remember that service means putting the needs of the community -- all of the community, especially our marginalized communities -- over the desires of your police officers/union. Compassion needs to include deescalation, restorative justice, and diversion programs.	6/15/2020 11:16 AM
149	N/a	6/15/2020 10:04 AM
150	The police department should be focused on cutting its budget and narrowing its focus. In an ideal world we'd never see police unless a violent crime was committed. I want to see the police stop pestering our houseless community. The police needs to be demilitarized. It is a waste of tax payer funding to bank roll the police department's Terminator fantasy. The police need to be committed to anti racism and rejecting violence as a means of communication with citizens. I firmly believe salem police department needs to be defunded and completely dismantled to be rebuilt from the ground up. There needs to be a community oversight board that keeps close watch on the police department. Police officers with biases should be denied employment.	6/15/2020 9:59 AM

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Police training should be much more intensive than it is with training - and not the bullshit warrior stuff. The police department is a predatory, violent, fascist sympathizing group of brutes who should be ashamed of their career choices. I want that to be fixed.

151	Police should be trained more to de-escalate situations instead of combat training.	6/15/2020 8:59 AM
152	I want to ensure that the new police chief is not a racist that will allow for police officers in this community to help the proud boys get away with crime and hate crimes.	6/15/2020 8:54 AM
153	I spend a lot of time in the downtown area and in local parks. From my perspective officers are mostly in their vehicles. It would be nice to see more officers walking or on bikes - engaging more directly and easily with the community.	6/15/2020 8:41 AM
154	Homeless vandalism and public drug dealings	6/15/2020 8:31 AM
155	You should find creative ways to help build a stronger budget. This is a growing community and I get concerned about police burn out. We have a great Police Dept and I want to keep it that way! Make sure all of your office staff reflects common courtesy and good manners when meeting with the public. Be respectful in discipline! That's leadership and demonstrates strength. Overall, you all have made me a very proud citizen in the past years. So much improvement has happened in reflection of my 62 years of living in Salem. You guys and gals rock!	6/15/2020 7:43 AM
156	no	6/15/2020 7:21 AM
157	Creating and training response teams for specific issues such as mental health crisis, handling issues within the homeless population, hot spots in areas with a lot of repeat calls; and assigning officers to specific areas so they get to know the community and we get to know and trust them and that they are there for us and our families, friends, and neighbors.	6/15/2020 3:58 AM
158	Restructure so that police don't have to bring guns everywhere. Additional screening, testing, and training to weed out racist attitudes.	6/14/2020 11:00 PM
159	Have the courage to demilitarize and defund your department and better invest im social needs such as housing, trauma informed mental health services, and education in order to reduce the perceived need for armed thugs	6/14/2020 10:56 PM
160	Work to show the community can trust you. There are a lot of hurt people who have had their trust betrayed at the hands of the police.	6/14/2020 8:53 PM
161	remove the extra items to non-sworn, non police related staff (media, social media, data, analytics, anything HR, statistics, crime prevention, technology).	6/14/2020 7:11 PM
162	be kind to citizens pls	6/14/2020 6:52 PM
163	Stop working with the proud boys	6/14/2020 6:51 PM
164	No	6/14/2020 5:31 PM
165	Train responding officers in DEESCALATION. Especially with mental health. Speaking from personal experience, Salem PD is wonderful at making the situation worse and increasing the risk and danger of all involved. Do better.	6/14/2020 4:40 PM
166	Dont kill innocent black lives.	6/14/2020 3:24 PM
167	The priority of the police department should be to educate current police on systemic racism and asking them to evaluate their own bias. All responses to crime or a call should be treated the same way. Especially right now, white supremacist groups and protestors should have the same regulations. The future Salem PD should consider how it can change during the Black Lives Matter movement for the future.	6/14/2020 3:13 PM
168	No	6/14/2020 3:02 PM
169	Fair and equitable to all races and genders.	6/14/2020 2:41 PM
170	Yes, please work hard to not discriminate and to only use violence as a last resort. Black people need to stop dying at the hands of police.	6/14/2020 2:28 PM
171	Stop catering towards the majority and serve us all equally and don't play favorites	6/14/2020 1:57 PM
172	No	6/14/2020 1:55 PM

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173	The SPD's priority should be reducing the need for a police department at all. SPD should be actively advocating for the reallocation of police funds to other programs that serve the community and help meet the needs of the population at large. If we make sure people have what they need, they wont be forced to go beyond the law to get what they need. Want to reduce crime? Reinvest in schools, and healthcare, and mental health services, and and drug and alcohol treatment, and programs and policies to help end homelessness.	6/14/2020 1:52 PM
174	Officers should take psychological tests to see if they are racially biased	6/14/2020 1:41 PM
175	No	6/14/2020 1:29 PM
176	No	6/14/2020 1:25 PM
177	don't give as much funding to the police department	6/14/2020 1:24 PM
178	Feeling safe when getting approached by an officer of the law should be the number one priority. Too many citizens feel threatened by the presence of the police because they are capable of abusing their power with little to no consequences.	6/14/2020 1:10 PM
179	Take care of the minority communities. I want to see more diversity in the Salem pd	6/14/2020 1:04 PM
180	Defund them and give it to schools. Halt construction of the useless new police station	6/14/2020 11:33 AM
181	Ni	6/14/2020 10:21 AM
182	I think the police chief's top priority should be working on reforming the way the police operate and working with the union and local governments to make that happen. It should be the priority to build an organization that when officers are out in communities it does not instill fear, hate, or unnecessary action by either the police or the community itself. They should also be working towards establishing a very thorough and completely independent way of investigating allegations against police officers to ensure they are properly doing their job, including working with the union to establish a legitimate code of conduct that can have a zero tolerance policy on very obvious overreaches of authority and abuses of power in order to eliminate employees who prove through their actions they are not fit for the job.	6/14/2020 9:43 AM
183	Stop harassing the homeless population and help them be safe and access resources. Solve rape cases- get properly trained on how to respond to sexual assault. Mental health and domestic violence training. No more quotas on ticket writing. No racist police. Massive training on non violent deescalating tactics. No more riot gear for peaceful demonstrations.	6/14/2020 9:40 AM
184	Better training for officers. Stop shooting people and especially people of color... the answer to all crime should not be "my gun" that's why we need better deescalation training and more outlets for mental health for the officers	6/14/2020 9:34 AM
185	Emphasis on continued education with de-escalation techniques. Collaboration with other professionals such as those in the mental health field.	6/14/2020 9:30 AM
186	Visibility	6/14/2020 9:23 AM
187	Building bridges with communities of color	6/14/2020 8:36 AM
188	"Fair and just policing" encompasses a lot as each of us may define that differently. Police positively engaged, involved in the community is huge. Police better supported by those trained specifically to deal with drug abuse, mental illness, domestic disturbances, child abuse, youth, etc. would be very beneficial to all.	6/14/2020 7:46 AM
189	Stop enforcing laws for crimes which don't have victims.	6/14/2020 7:44 AM
190	Transparency, accountability and support of community services that reduce crime ie mental health, addiction support, domestic violence support. Police should police not deal with issues they are not qualified to deal with.	6/14/2020 7:41 AM
191	The highest priority should be to not kill anyone, as we do not have extrajudicial execution in this country, even for people we really, really don't like. Focus on nonviolence and de-escalation. Frankly, you should be disarmed.	6/14/2020 6:15 AM
192	Not murdering and unjustly innocent human beings. Helping human beings instead of brutalizing and traumatizing them.	6/14/2020 1:07 AM
193	I really believe there should be more community outreach. Every time I see police, I am scared/intimidated. I hope they try to continue to ask their community what they can do better	6/14/2020 12:05 AM

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and how they can make themselves known as a safe person not a threat.

194	The police department should be prioritize holding workshops and trainings to better understand their own prejudices and learn of better ways to police without jumping to conclusions based on the color of a person's skin. They should also prioritize defunding themselves in attempts to better the community in which they work and encourage funds be reallocated to organizations that support minority groups of the community.	6/14/2020 12:03 AM
195	I have faith in our police but accept that in all groups there can be those who do the wrong thing. To build and ensure confidence in the good police we have, those good cops need to speak out against bad cops if necessary.	6/13/2020 11:57 PM
196	The current staff at SPD needs to reapply for their jobs and have far more training on community interaction	6/13/2020 11:41 PM
197	We need to give less money to the police. More to schools. Its wrong that money comes out of my paycheck to support and arm an organization that would have the gaul to use weapons banned in the Geneva Convention against peaceful protesters. And at the same time offer Aid to white supremacists a terrorist organization. More money for schools and teachers.	6/13/2020 11:26 PM
198	Listen to black people, poor people, homeless people. Do what they say. You serve ALL of us.	6/13/2020 10:12 PM
199	The police budget for Salem is over inflated. Defund and invest in diverse and local organizations to take up the mantle thats police cant hold up. Cops should not have to be social workers, psychologists, on top of enforcing policy. Invest and help start community based organizations that will reduce the surplus of work that is unfairly placed upon individuals called to stop violent/potentially violent crime. DEFUND. THE. POLICE.	6/13/2020 8:19 PM
200	I know that Salem Police have done some things to treat our POC community better but I believe there is more to be done on that front.	6/13/2020 8:11 PM
201	We are all in this together. The cornerstones if social order and success are cooperation, trust, and equality. The governed consent to be governed under rules they agree too...there will never be consent as long as the governed is dealing with an occupying force for the elites. Police are us, they need to see this and act like it for them to be respected and followed. Change your recruiting methods and use psychological testing to eliminate applicants prone to abuse of power. God speed you all, I'm praying for us all.	6/13/2020 8:08 PM
202	Nonviolent intervention strategies, unarmed deescalation, demilitarize the police department.	6/13/2020 8:06 PM
203	Defund Salem police department and invest the money in community programs and invest in our schools.	6/13/2020 8:01 PM
204	Don't respond to anything other than an active shooter. Don't even patrol. You shouldn't exist as an organization of oppression like you are currently. Function like the fire Department. Only leave your station in the case of an emergency.	6/13/2020 7:47 PM
205	Proper training on handling the mentally ill. Strong emphasis on training to not be discriminatory. Above all else, accountability. Look into every complaint. Remove officers that use excessive force and officers that lie on reports.	6/13/2020 7:44 PM
206	No	6/13/2020 6:54 PM
207	Black lives matter. No proud boys should be allowed.	6/13/2020 6:02 PM
208	If there's any leftover "broken windows" policing happening in Salem, please stop. You're harming communities - the data are overwhelming. Redirect some funding or devote part of your new building to *social service* personnel. And please ban chokeholds if you haven't already. The Chief should be committed to doing a background check of all current and future police personnel.	6/13/2020 5:52 PM
209	Policemen should never show any emotion. Happiness, anger, or sadness should be tracked by body cam and microphones. Monthly evaluations will inflict punitive measures on the overly emotional.	6/13/2020 5:15 PM
210	not at this time	6/13/2020 5:08 PM
211	Police need to engage with the community more and make an effort to hire good people who are known within said communities. I also think re-training the police force in a manner that	6/13/2020 4:29 PM

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focuses on de-escalation and having fatal action be put in a light that focuses on the damage it causes as to not undermine the seriousness of using fatal measures.

212	Enforce the law, the law is to apply equally to everyone, period! Do not cave to the extreme actors. Do apply proper use of force and do write write a traction ticket, when education will serve. Do more patrols for DUII driving, I see a large increase. Patrol the Cannabis stores, too many people driving and uses that drug.	6/13/2020 4:10 PM
213	That it gives part of its funding to other services that can help the community more than a police force can.	6/13/2020 4:01 PM
214	Fair and equitable policing among communities of color	6/13/2020 2:28 PM
215	Actually listen to minority voices and work with community groups wherever possible. Establish a better police culture that actually has the police policing itself. You are wrong if you think that you have any cause to be upset at anyone angry about the many, many things wrong with policing in America. Your job is to protect people not to dominate them into submission. Also maybe don't coordinate with white supremacists while gassing people of color and their allies. That's an easy one	6/13/2020 2:11 PM
216	Extensive anti-bias, de-escalation, mental health, and domestic violence training. Mandatory body cameras that cannot be turned off while on duty. Not tear gassing protesters during a pandemic or any other time.	6/13/2020 1:20 PM
217	N/A	6/13/2020 12:57 PM
218	Accountability for police actions, individual and collective	6/13/2020 12:34 PM
219	Any mental health related calls should be accompanied by a mental health professional.	6/13/2020 12:20 PM
220	All these anti police people are lame. The boys in blue are doing a wonderful job. You guys and gals are appreciated... even by those who hate you when emergencies arise. Keep up the good work. Everyone is equally human	6/13/2020 12:09 PM
221	crime prevention, no force engagement with peaceful or mostly peaceful protest. If their are bad actors, remove them don't attack the good.	6/13/2020 12:03 PM
222	no.	6/13/2020 11:47 AM
223	The department should have no affiliation with any white supremacist group. And should actively work to root them out. Officers should never have firearms. And should require a 4 year degree in criminal justice with an additional 2 year program of non violent de-escalation.	6/13/2020 11:20 AM
224	Divest funding from Salem PD into social programs which will help the homeless population find affordable housing, mental health counseling, addiction counseling, and employment.	6/13/2020 11:05 AM
225	De-escalation techniques must be a top priority, mandatory training for all law enforcement on police brutality and structural racism, not just blanket "anti-bias" trainings which aren't sufficient. Make all officers watch the movie "13th". Work directly with local Latinx and Black communities to ask what are their needs and safety concerns. Allocate a percentage of the Salem PD funding to education and social support programs in the community which are not led by law enforcement, but by trained social workers, counselors and educators of color.	6/13/2020 10:35 AM
226	not so quick using violence and guns...especially towards non violence incidents...BUT less use of violence and guns	6/13/2020 9:28 AM
227	I think that a lot of these "priorities" would be better suited for a new jobs in the community that are not tended to by police.	6/13/2020 9:24 AM
228	Honesty and equality	6/13/2020 9:24 AM
229	I suggest they follow the law themselves as well	6/13/2020 9:23 AM
230	Force reduction. Police must be willing to be held accountable as any other member of the community. Priority should be given to open, transparent, engagement with Salem community. Police should have a lower profile and smaller role to play in the life of the community. Police should not be in schools except for emergency situations.	6/13/2020 8:52 AM
231	Regulating the highway lanes - the flow of traffic is horrible because no one follows the rule of using the left lane for passing. Semis use all three lanes and people driving under or just at the speed limit use the left lane without any penalties. Using the lanes incorrectly bogs down the	6/13/2020 8:50 AM

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highway and the only people getting tickets are people who are speeding. I think people driving slow in the left lane and truck drivers that block all three lanes should get tickets too, as stated in our laws.

232	Innocent until proven guilty. If they didn't WITNESS the crime, all parties considered innocent without irrefutable proof. Officers and detectives make mistakes that the entire community pays for.	6/13/2020 8:46 AM
233	Better education and vetting of all police..	6/13/2020 8:28 AM
234	Use a portion of your funds to hire social workers, mental health professionals, and counselors to respond to domestic disputes, mental health crises, rapes, child abandonment, etc. Also require a much more rigorous/lengthy training/education for officers.	6/12/2020 11:49 PM
235	Uhm. The first question is terrible. How are we to know what Salem Police means to do meet each of those 8 items?! We can't possibly know how to order them well. I want mental health to be a priority for our entire community and hiding by our homeless population and the increasing amount of youth suicides. Salem police is not the answer to good community relations and youth interactions.	6/12/2020 11:05 PM
236	Community outreach, making the residence feel safe and not fearful of police	6/12/2020 10:04 PM
237	Safety should be the first priority. A thorough review of how armed police/military energy escalates situations and therefore reduces safety is absolutely necessary. Everyone should be trained in NonViolent Communication (Marshal Rosenberg) and read/listen to Blink (Malcolm Gladwell).	6/12/2020 9:33 PM
238	Think holistically about public safety, take a systems approach, zero tolerance of excessive use of force, demilitarize the local police force, zero tolerance of racism/misogyny, protect first amendment rights to peacefully assemble, emphasize deescalation and non-violent communication	6/12/2020 9:08 PM
239	Stop people from breaking laws	6/12/2020 7:40 PM
240	Please enforce the laws that are on the books. This includes keeping sidewalks and other public areas open to be used without fear of attacker's or their body waist. Remove stolen grocery carts from those who stole them.	6/12/2020 7:07 PM
241	Please thoroughly vet all candidates for jobs large and small to be sure they do not have disciplinary incidents in their past that would impact race relations in Salem.	6/12/2020 7:01 PM
242	Police should have all the equipment they need for their own safety and crime fighting ability. I appreciate our police.	6/12/2020 6:03 PM
243	BIPOC officers	6/12/2020 5:43 PM
244	Some of the above could be combined: strong community relationships and neighborhood quality of life, for example. Police visibility is very important.	6/12/2020 5:16 PM
245	Police should prioritize deescalation tactics and should be held accountable for excessive use of force by an external agency. Officers should be protected if they report instances of abuse of power or corruption. Police records of misconduct should be public information. Police department data regarding stops, arrests, and use of force by race, ethnicity, age, and gender, should be made easily available to the public.	6/12/2020 5:12 PM
246	Fair and just policing. Add body cameras that are required to be turned on as soon as the officer starts their day. Enhanced training for de escalation techniques. Coffee with cups for the police force and communities to sit down together and discuss how to make change. End stop and frisk. End racial profiling.	6/12/2020 5:01 PM
247	The priority should be for the good of the whole over the good of a single person or group. I support you and the tools you need to accomplish your goals. Restricting your ability to do so when you are the experts does not serve the community. Listen to the community but you need to be able to met your goals without the community micromanaging and telling you what you can and cannot do or use to get there. Thanks for the great job you do in Salem.	6/12/2020 4:08 PM
248	Comes down to prevention.	6/12/2020 4:01 PM
249	All officers at the scene of an "event" in which someone is restrained are responsible for ensuring that illegal or unnecessary force is used to subdue the perpetrator. These same	6/12/2020 3:58 PM

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officers must be legally responsible to report/stop any unlawful attempt by a colleague. Body cams must be on at all times during an official action when an interaction is taking place with the public. Officers that turn off their cam during an official action should face dismissal.

250	Police, like teachers, are asked to do too much. Mental Health, Social and Emotional Needs, first aid, traffic stops, emergency calls, traffic accidents, crime reporting, crime investigation...they can't do it all. Part of the defunding movement should be to allow police to narrow their focus, go back to being Peace officers with the mission of helping and protecting and have experts do the other work.	6/12/2020 3:57 PM
251	Every officer should do everything within their power to uphold justice above the law. It's the job of the chief to make sure their officers are good and just.	6/12/2020 3:53 PM
252	Redirect funds to community health and well-being programs such as housing, mental health survives, public health survives, domestic violence survivor resources.	6/12/2020 3:01 PM
253	They are all important.	6/12/2020 2:56 PM
254	More police on bike paths, parks.	6/12/2020 2:10 PM
255	Question 1 is poorly designed. Several answers are inter-related and difficult to separate. It is unclear how you can interpret meaning from the responses.	6/12/2020 1:37 PM
256	I want a Police Chief that listens to the 99% law abiding citizens and not the extremely loud 1% that hurls unfounded accusations against good police officers doing their jobs.	6/12/2020 1:22 PM
257	The survey is poorly constructed and appears to be a boiler plate of complex and intertwined issues. In Salem we need a Chief who has a proven commitment to officer training on issues of racial disparities, along with transparent officer disciplinary actions and internal investigations.	6/12/2020 12:47 PM
258	require cultural sensitivity courses, do more for community policing i.e. more viability in the community interacting positively with the community.	6/12/2020 12:20 PM
259	Remember that police are civil servants that work for the people.	6/12/2020 12:13 PM
260	Spend 5 million less on a police station and use it to help homeless.	6/12/2020 11:01 AM
261	Trust and accountability	6/12/2020 10:58 AM
262	Increase safety and reduce crime. Quality of life goes up when neighborhoods are safe and crime is down.	6/12/2020 10:47 AM
263	N/A	6/12/2020 10:38 AM
264	Community policing is so effective it must be a priority. Get the officers out of their cars and talking to the citizens.	6/12/2020 10:01 AM
265	Strong leadership that leads by example.	6/12/2020 10:00 AM
266	Continue to engage in the neighborhoods	6/12/2020 9:32 AM
267	Would like Chief to be from close to Salem.	6/12/2020 9:23 AM
268	Emphasize de-escalation techniques & skills. De-emphasizes militarization and "going to war" attitude. Try to see the individual and not judge based on generalizations.	6/12/2020 9:15 AM
269	Identify other ways to prevent crime and enforce laws, such as community engagement and partnerships with mental health and social service organizations. Increase funding to the mental health crisis response team.	6/12/2020 8:45 AM
270	Putting out of touch officers in the role of a school resource officer is negligent. SROs should be familiar with social media and other aspects of teen culture in order better aide with bullying and online threats and harassment.	6/12/2020 8:14 AM
271	Hire officers that live in the community that they will be policing	6/12/2020 8:05 AM
272	Work with ICE.	6/12/2020 8:03 AM
273	NO MORE FAVORITISM TO THE PROUD BOYS	6/12/2020 7:53 AM
274	I'll vote to disband and replace the police with professional community services unless I see real commitments to demilitarize and deescalate violence in Salem. And I'm a white middle	6/12/2020 7:11 AM

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	class south Salem resident	
275	Get rid of your bad apples. Now.	6/12/2020 6:23 AM
276	Police need to monitor and discourage vigilantes from terrorizing our city with their open carry weapons of war.	6/12/2020 5:03 AM
277	Racial justice. Stop violent and bigotry tactics and attitudes. More leaders who are people of color.	6/12/2020 1:16 AM
278	Diversity, hire someone that reflects the fabric of the community, now is a good time to hire a person of color.	6/12/2020 12:53 AM
279	Being out in the community and interacting with people, I believe that this builds trust from the community as well as prevents some crime	6/12/2020 12:25 AM
280	Community Service Officers should constantly patrol for road hazards. Clean up once found.	6/11/2020 10:33 PM
281	Stop violent rioters, keep police officers in the schools, stop wearing military style vests,	6/11/2020 10:11 PM
282	Keep doing what you're doing !	6/11/2020 9:47 PM
283	We need to see the budget and see where our tax money is going. We need to spend our values.	6/11/2020 9:44 PM
284	This is a community that people live in. The police used to have the city shield on their cars and they said "To Serve and Protect". This should be the motto again. NOT harass and ticket, Not have to be the mental health response team. The new chief should be a local that grew up here and not some one from some were else that has new ideas of how to do politically correct enforcement. To Serve and Protect nothing more.	6/11/2020 9:39 PM
285	No	6/11/2020 9:35 PM
286	Please consider adopting 8 can't wait recommendations for law enforcement.	6/11/2020 9:35 PM
287	Hiring educated, well-trained, diverse officers; Cultivating department leadership with integrity.	6/11/2020 9:30 PM
288	Increase staffing levels	6/11/2020 9:17 PM
289	Please DO NOT defund dept. It provides us with security, and safety that each of us deserves from those leading our community. Law and Order....NOT appeasement to those with the loudest voices. Give us all equal service and protection.	6/11/2020 9:17 PM
290	Stay strong, and keep up the good work!	6/11/2020 8:47 PM
291	Get rid of all the homeless pieces of [Expletive] that are ruining our cities. I drove by and saw 2 homeless"people" having sex in public downtown in broad daylight. They are animals and should be treated as such.	6/11/2020 8:31 PM
292	Be pro-active. PD has a horrific public image right now. That has got to change. Please do everything necessary to turn this around. Whatever training is necessary, whatever public relations campaign can be done. Look to other cities that have become models for good community relations along all social, economical, and racial lines. Be am outstanding example.	6/11/2020 8:20 PM
293	Be anti-racist. Training in conflict deescalation. Working with social workers and mental health crisis experts to not treat those having a drug overdose or mental health emergency with violent force.	6/11/2020 7:29 PM
294	Innovation and ability to challenge the norms of what policing currently is. Ability to work constructively with police unions to construct a partnership to eliminate officers who don't uphold the ideals of the department.	6/11/2020 7:18 PM
295	Get rid of SWAT teams and other unnecessarily militaristic procedures	6/11/2020 7:15 PM
296	Mandatory Diversity, cultural competence, and anti-bias training and continuing education	6/11/2020 7:10 PM
297	Stronger support for our mentally ill to reduce the impact of policing vulnerable populations, Eugene has an excellent model. Better relationships, more involvement and investment in community. No tolerance for favoritism, racism, classism and ableism. No hiring of officers who have a history of misconduct.	6/11/2020 6:18 PM
298	Please work on unconscious bias training and doing it regularly. Also on deescalation training.	6/11/2020 4:38 PM

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Show that you are putting in the work against racism. It's nice to have strong community and police relationships but that should not be your primary focus as well as ensuring people are controlled.

299	Consistent and fair treatment for people of color, people experiencing homelessness or dealing with mental illness	6/11/2020 4:12 PM
300	Treating all residents with respect and compassion.	6/11/2020 4:07 PM
301	It is absolutely critical that the police department be skilled in non-violent conflict resolution strategies that de-escalate people who are upset. I would also like to see a greater degree of transparency regarding the actions of the police department with members of the community. A human rights committee would be an excellent way to accomplish this.	6/11/2020 3:48 PM
302	Having body cameras on and recording for every citizen encounter	6/11/2020 2:45 PM
303	Prioritize actual fairness instead of the perception of. The video of our cop coordinating with an armed man to ensure that he and his fellow vigilantes did not get curfew violations was shameful.	6/11/2020 2:36 PM
304	Adequate funding for social services and social programs related to youth, mental health, addiction, homelessness and poverty, could help take the pressure off of one agency -the police departments - to enforce these noncrime related responses. Investigate and solve crimes.	6/11/2020 2:17 PM
305	The new Chief will need to get out into the community quickly and extensively to meet people and have people get to know the Chief.	6/11/2020 2:16 PM
306	Yes, as a white community member I want to make it clear that I support the equitable and just treatment of those of color in our community. While a conversation is occurring at higher levels, I would like for you to immediately implement and prioritize the development of policies that hold law enforcement staff accountable when evidence emerges that their actions are discriminatory, that they have used excessive force, or violated the law. Additionally, I would appreciate changes that facilitate a responses from entities outside of law enforcement for issues related to homelessness. It is clear that this issue is highly correlated with underlying mental health and drug addiction problems. These are medical problems that need to be addressed by our community in others ways. This will allow the police to focus on real crime. [Removed personal contact information]	6/11/2020 12:34 PM
307	We don't just need police reform, we need to redirect police funding to other community services, including but not limited to: mental health services, services for the homeless, education, preschools, after-school programs, affordable housing, drug rehab programs, and affordable meal programs such as the school lunch buses. These programs would prevent crime from happening in the first place and reduce the need for a police force. These services also would help the people who are disproportionately harmed by poverty, police brutality, homeless, etc.- i.e. people of color.	6/11/2020 12:19 PM
308	Police officers should also have to obtain degrees that fit the job position. Education that extends past an associates degree. There should be mental health analysis of recruits before begin accepted. No racial quota. Cops that have history of Excessive force must be disciplined first time. If excessive force continues 1-2 more times officer must be discharged. Police officers are just as important as policy making officials. We should consider voting in eligible people to become officers.	6/11/2020 10:22 AM
309	Invest in community policing. Better training on de-escalation. Redirect resources to deal with mental health & other non-violent police interactions.	6/11/2020 7:55 AM
310	Create diversity in the police department (gender, race, orientation) by sending officers to recruit at events that celebrate these groups.	6/11/2020 7:38 AM
311	Please don't hire a liberal police Chief due to the current temporary issues. Those of us who live in salem and love our police do not want the city to listen to the loud, angry, few who do not represent the whole city. We are better than the protestors and we know our officers are good. Other cities are proudly standing behind their police departments and with the integrity of our department, we should too.	6/11/2020 6:38 AM
312	i THINK EACH OF THE ITEMS IN QUESTION #1 LEAD TO A BETTER QUALITY IN LIFE FOR THE COMMUNITY. COMMUNITY/YOUTH ENGAGEMENT, FAIR POLICING,	6/11/2020 12:22 AM

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PREVENTING AND SOLVING CRIME ARE ALL INTERTWINED TO LEAD TO BETTER QUALITY FOR OUR NEIGHBORHOODS.

313	Strive for fairness and the optics of fairness. Hire officers with backgrounds in social work and psychology not so much the military backgrounds which I feel brings too much baggage for proper police work.	6/10/2020 11:05 PM
314	Police shouldn't handle crime prevention.	6/10/2020 10:13 PM
315	of course, racial justice don't be afraid of police department changes - let some of the work to social workers.....	6/10/2020 8:32 PM
316	We need a FULLY FUNDED, non-politicized, PD w/ emphasis on fair policing, tracking down & locking up dangerous criminals, investigating human trafficking & violent crimes; burglaries & other traditional focuses. Please support 1st & 2nd Amendment rights for all; citizen concealed carry & training - it'll make your agency's job less dangerous. Thanks for all you do!	6/10/2020 8:30 PM
317	Upholding city ordinances, I.E. No Open carry in city limits.	6/10/2020 7:57 PM
318	no	6/10/2020 7:04 PM
319	Encourage police dept. to actively utilize other agencies to become involved in matters that can deal better with incidences in a non confrontational way.	6/10/2020 6:40 PM
320	I believe additional community resources regarding mediation and conflict management would be very helpful	6/10/2020 4:44 PM
321	I hope the Police Department prioritizes choosing a chief whose focus is on reducing racism and bias in the way the police operate.	6/10/2020 2:30 PM
322	Strongly feel that the police budget is inflated and I voted against the new building. The money needs to be used for community programs for the homeless, schools, and mental health facilities. The police are looking more and more frightening with the tactics used and weapons they have.	6/10/2020 2:24 PM
323	Please make sure every officer has a body camera and is not allowed to turn them off.	6/10/2020 1:53 PM
324	I think they do a very good job. They work in a job that very few want.	6/10/2020 11:41 AM
325	Department that is diverse in terms of ethnicity, sex, age, education, etc.	6/10/2020 11:32 AM
326	NA	6/10/2020 10:05 AM
327	Take anti-racism trainings, stop racial profiling, stop being a presence in schools and low income housing, and denounce your connection with Proud Boys and other white supremacists groups, and treat them the same as anyone else. We don't need them here.	6/10/2020 9:11 AM
328	Proper prevention training and racial awareness. Listen to the audio book Talking to Strangers by Malcom Gladwell. This book is a must for all people but most importantly police. Be anti-racist.	6/10/2020 8:44 AM
329	I thought Salem PD handled the recent rioting exactly right. They used tear gas when the crowds started breaking the law. I applaud them. We live close to downtown right across from Pringle Park and we're fearful of the rioters coming into the neighborhoods. Please keep Salem PD strong. Do not take away their power to keep control and protect the citizens who are not breaking the law.	6/10/2020 8:20 AM
330	Training in mental health and working with mental health and EMT teams.	6/10/2020 7:56 AM
331	Honestly? Just keep keeping us safe.	6/10/2020 7:48 AM
332	Not at his time	6/10/2020 7:36 AM
333	The list could be pared down to 3 categories and there are more #1 priorities than allowed...which is obviously the dilemma the police face every day.	6/10/2020 7:35 AM
334	No	6/10/2020 6:50 AM
335	Do not defund police. Continue having police come into Schools for positive interaction with kids.	6/10/2020 4:35 AM
336	Show a strong front, but be fair and listen.	6/10/2020 12:59 AM

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337	All of this talk about defunding and abolishing the police is absolutely ridiculous and should not ever be considered.	6/10/2020 12:40 AM
338	Have a continually renewed commitment to enforce laws, keep community safe, and connect to the people you serve.	6/10/2020 12:38 AM
339	Download homelessness issues	6/9/2020 11:14 PM
340	racial equality training, mental health response, evaluating use of force policies to see where improvements can be made should be a priority	6/9/2020 9:47 PM
341	I think they are doing a terrific job thank you	6/9/2020 8:39 PM
342	Improve race relations strategy.	6/9/2020 8:09 PM
343	All 8 are important; it was hard to pick which was the least....	6/9/2020 8:08 PM
344	I placed crime prevention low on the list because I think other entities should be funded for that purpose. Public & non-profit orgs that work to address food insecurity, homelessness, and mental illness/addiction could all end up reducing crime by helping people succeed	6/9/2020 7:23 PM
345	Get more police officers for west Salem, grow some and take care of the crime and homelessness	6/9/2020 7:16 PM
346	Cut funding to Salem PD and invest in community resources like housing the homeless, providing accessible mental health and recovery services, and putting money back into schools.	6/9/2020 6:02 PM
347	Our neighborhoods need protection from the homeless and from those who intend on dismantling society.	6/9/2020 5:11 PM
348	Make sure those showing up are trained with mental health	6/9/2020 4:51 PM
349	Place officers back on foot in their communities so they have opportunities to engage with those the officers are supposed to protect and serve. Sell off all military style vehicles and armaments and use that money to support youth and community engagement programs. Review every officer's file for use of force complaints and remove them from public interactions. Require all officers to wear body cameras that DO NOT have off switches and each camera needs a daily check and weekly servicing to avoid "technical difficulties".	6/9/2020 4:46 PM
350	Understand your clear roots in White Supremacy, the way you make decisions based on it, and how it affects your community. Then, change the practices and culture of the department to serve the ENTIRE community, not just the "proud boys" who are TERRORISTS and a stain in our state.	6/9/2020 4:32 PM
351	Equality anti police brutality	6/9/2020 3:59 PM
352	maybe stop general inequality and giving priority to proud boys? also stop being violent to the people you're supposed to protect	6/9/2020 3:55 PM
353	De-escalation particularly with regard to people with mental illness, cognitive disabilities	6/9/2020 3:19 PM
354	It is obvious that Salem PD needs to work on regaining the trust of the community. Excuses can't be tolerated. Accountability, continuous improvement, and doing the right thing is what is needed. The police union should not drive policy and policing.	6/9/2020 2:15 PM
355	We appreciate the visual presence of police officers in situations that do not necessitate police presence. (Examples include and are not limited to: community meetings and public events.) It's good to see and be with officers in situations that are devoid of stress wherein cops and citizens can be in each other's presence as just plain people.	6/9/2020 1:47 PM
356	Keep up the good work!!	6/9/2020 1:13 PM
357	no	6/9/2020 12:51 PM
358	More training and education surrounding deescalation and racial bias awareness is critical.	6/9/2020 11:47 AM
359	More training in deescalation, more customer svc training , less belligerence and power trips. Active condemnation of "bad apples"	6/9/2020 11:27 AM
360	Fewer police contacts for unimportant issues like broken taillights, turn signals, etc. These stops endanger the public and officers unnecessarily.	6/9/2020 11:02 AM

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361	Antifa, Anarchists, Marxists, Salem City Councilors	6/9/2020 10:29 AM
362	Defund the police	6/9/2020 9:02 AM
363	Demilitarize your force and invest in much more training to reduce police violence and brutality.	6/9/2020 8:40 AM
364	Keep doing the best job you can. Fight back on crazy city & State policies.	6/9/2020 7:57 AM
365	DEI training	6/9/2020 7:48 AM
366	I would have ranked more of those last if I could have. I am so tired of seeing police in riot gear with swat vehicles. I am in favor of defunding the police and reimagining a better society. We literally only need detectives and labs for investigations. The bulk of the other roles the police fill are anachronistic to 21st century living. We should take the money we give the department and do other things with it, like create transitional housing for the homeless, increase public transportation, build out programs that help people assimilate into society better.	6/9/2020 7:47 AM
367	More transparency. A change in police culture. A change in policing policy with discontinued use of excessive force. And accountability for those officers that use excessive force or enable white supremists.	6/9/2020 7:38 AM
368	Attention to who is recruited for police work. Community helpers. Is there a psychological evaluation that would help identify potential candidates?	6/9/2020 1:01 AM
369	Black live matter and laws should be enforced regardless of an officer's personal beliefs.	6/9/2020 12:00 AM
370	The Police are too aggressive when dealing with the houseless community.	6/8/2020 11:33 PM
371	Maybe instead of giving all this responsibility to a department we know cannot properly handle it, we allocate funds to those who have the proper training? There is no excuse for cops to be as cowardly and poor at de-escalation as they are. This is pathetic. Also, I hope "crime prevention" doesn't just mean "continue to profile people and assume POC/poor people are going to be trouble-makers." This is ridiculous.	6/8/2020 11:20 PM
372	Tear gas, other chemical and harsh agents should not be used for crowd control. Unnecessary physical restraint, such as chokeholds, should be barred. We need a leader to bring the PD forward, to help cultivate an environment within the department that recognizes the value of people of all backgrounds. This is an opportunity to rethink some tactics and philosophies.	6/8/2020 9:32 PM
373	Reduce military style equipment.	6/8/2020 9:29 PM
374	Build a program that encourages minority youth to become police officers.	6/8/2020 8:24 PM
375	Salem is growing RAPIDLY and facing larger issues; my main concerns are the resources and treatment of the unsheltered community. The Salem PD has been responsible for uprooting our unsheltered from their camps, which has caused more strife, and risk into their lives. I want a police chief who understands the growing pains of a city that is rapidly growing	6/8/2020 7:14 PM
376	Please do your best for the people at the bottom, they need your help the most.	6/8/2020 6:22 PM
377	More bilingual officers.	6/8/2020 6:20 PM
378	THEY ARE DOING AN AMAZING JOB IN SALEM, GLAD YOU ARE HERE TO PROTECT US, THANK yYOU	6/8/2020 6:14 PM
379	All eight items listed above are important, so the difference between Priority #1 and Priority #8, for me, is slight. I wanted to rank them all 1, 2 or 3. But I believe strongly that Fair and Just Policing must be the basis for all the SPD interactions with the community.	6/8/2020 5:59 PM
380	I would like to see a focus on hand-to-hand combatives, disarming and de-escalating situations before they become deadly.	6/8/2020 5:49 PM
381	I'd like to see police phased out of schools, and steps taken to reduce the "school to prison pipeline."	6/8/2020 5:47 PM
382	None at this time	6/8/2020 5:36 PM
383	Using as little force as possible at all times should be a top priority.	6/8/2020 5:31 PM
384	I saw Last Week Tonight with John Oliver yesterday. Everyone should. Make psych evaluation and a race test the first step in screening law enforcement employees. Questions on race test	6/8/2020 5:18 PM

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comes from multiethnic task force that knows the history of discrimination and race relations even reformed Neo-Nazis and ex-KKK members. A great example would be Daryl Davis, Jane Abbott and Christopher Picciolini. I have a wish list on Amazon that consists of books on race that everybody should have and read.

385	Defund riot and gang enforcement and fund more community outreach programs.	6/8/2020 5:10 PM
386	I feel like the police are asked to do and solve too many types of our community problems that they should not have to like homelessness camping and mental health emergencies.	6/8/2020 5:03 PM
387	Nah	6/8/2020 3:56 PM
388	Less gun use. As someone that lives in a neighborhood in which the police fired at a motorist, I worry about the quick use of firearms as a measure. It's the only time I have heard shots in my neighborhood (Englewood) and it was a Sunday morning by the police.	6/8/2020 3:32 PM
389	Find other agencies to complete most of these tasks, and give them your funding.	6/8/2020 3:11 PM
390	More training for officers. More training and study of actual law. More training of NON VIOLENT de-escalation techniques. Rooting out racism in your department and effectively firing and charging officers for misconduct	6/8/2020 2:54 PM
391	As someone who grew up in Salem, I feel that police presence in schools is completely unnecessary. Children do not need to be treated like potential criminals. Instead we need more counselors, social workers, and staff who can actually provide mental health support to children who are struggling and at risk. I also believe the city needs a strict review process of officers that occurs at a separate facility and can be completely impartial in their judgment of officers who may be taking advantage of their position.	6/8/2020 2:45 PM
392	Definition of insanity. It's time to do things differently to expect different results. Change your hiring. Police culture and retention tactics. Change your community relationships. Stop profiling.	6/8/2020 2:44 PM
393	Don't collide with the alt-right and white nationals.	6/8/2020 2:36 PM
394	Please hire a qualified person of color.	6/8/2020 2:25 PM
395	Stop associating with Proud Boys and other known White Nationalists. Employ more people of color and adopt policies that DO NOT target them. Focus less on war on drugs and more on violent offenses. Stop participating in sweeping homeless camps.	6/8/2020 2:17 PM
396	The top priority should be holding police accountable and reducing police brutality.	6/8/2020 2:05 PM
397	I don't have any issues with the way SPD conducts themselves. I don't blame them for the homeless mess that was allowed to happen. I have to believe they were as embarrassed about that as I was. I hope that the next chief has a very long conversation with the board about being able to actually the police force being able to actually enforce safety and security.	6/8/2020 1:06 PM
398	No.	6/8/2020 12:43 PM
399	Prioritize anti-racist education and ensure racism has no place in law enforcement.	6/8/2020 12:31 PM
400	More traffic enforcement. Use resources better does it take 4 cops to handle a shoplifter	6/8/2020 12:28 PM
401	An emphasis on listening to the community you serve. Building community through dialogue and acknowledging that no, the SPD is not perfect, and that there is an imperative to do better.	6/8/2020 12:26 PM
402	As a citizen if I cannot hold you to your highest standard in the position you CHOSE TO BE IN, then how can you hold us to ours? If I cant trust you to not gas a whole crowd of more then 200 people because a 14 year old threw a water bottle at you, how can I trust you to handle ANY FRAGILE SITUATION REGARDING HUMAN LIFE? We are trying to change the world and you're silencing that. STOP. Stand with us. Please.	6/8/2020 12:25 PM
403	It is difficult to prioritize each of those options. However, a strong community bond allows for the others to get accomplished. I have a squeaky clean background, and I notice my anxiety goes up when I see a cop.	6/8/2020 11:58 AM
404	Salem PD needs to prioritize hiring Latino officers. A large portion of our community is Latino and public safety officers should reflect this. Better solutions and stronger community relationships will result from this.	6/8/2020 11:53 AM
405	Begin the process of defunding the police. At least 1400 hours of training for all police, with a	6/8/2020 11:37 AM

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focus on de-escalation and mental health. Thorough vetting of police, and those applying, for biases. But mostly, begin the process of defunding and abolishing police.

406	Weed out your fascist officers or start from scratch. Biased officers don't belong in the force.	6/8/2020 11:15 AM
407	Show a presence on the streets and don't hide out in the new castle being built. Enforce all laws for all people who choose to live here and choose a lifestyle. Make Salem SAFE again!	6/8/2020 11:10 AM
408	I do not believe that the prioritized categories chosen above reflect "either-or" choices. Strong community relations will help reduce crime. Fair and just enforcement of laws will improve community relations. Et cetera.	6/8/2020 11:01 AM
409	There must be a move away from heavy handed enforcement to positive community engagement.	6/8/2020 10:54 AM
410	Importance of community engagement, deescalation training, unbiased policing.	6/8/2020 10:49 AM
411	Review current practices that are disproportioned across race/class and defund overall budget / reallocate those funds back to the city.	6/8/2020 10:28 AM
412	Especially in light of the recently publicized murders of George Floyd by Minneapolis police and Breonna Taylor by Louisville police, I would strongly recommend an overall deemphasis on punitive measures (arrests, use of force, militarized armament such as guns, tear gas). Instead, I would like to see more concrete collaboration (shared funding, public engagement) between Salem Police and existing Mid-Valley community resources, such as ARCHES, the Northwest Homeless Outreach and Advocacy Project, Basic Rights Oregon, and so many others. Also, while I rank Positive Engagement with Children relatively high in my listed priorities, it is my hope that I see police OUT of schools in my lifetime. Salem-Keizer school board spends \$1.2 million to put police in school, yet class sizes remain unmanageably high, libraries supply outdated textbooks, and student resources regarding college prep and mental health are lacking funds.	6/8/2020 10:03 AM
413	It is apparent that there are racist cops that are in the Salem Police Department based on the viral video of a Salem Police officer telling white supremacists that they "don't want to look like they are playing favorites" Salem needs to weed these people out of the force and make FAIR and EQUAL treatment a priority. COPS DO NOT GET TO PLAY FAVORITES! Equality now!	6/8/2020 9:57 AM
414	Chief Moore's approach of "Its OK To Be Nice!" is what we need for the entire department.	6/8/2020 9:55 AM
415	Stop giving special treatment to known Nazis. We all saw that video.	6/8/2020 9:34 AM
416	Everything listed is highly valued. Chief Moore has led by demonstration, an excellent model for his officers to follow. Solid community relationships (including a positive school presence) enhances the fact that police are a safety resource for all that is foundational. But it is also crucial to prioritize adequate staffing that allows rapid, thoughtful emergency responses and thorough and fair investigations. The new Chief must be comfortable and knowledgeable with the broadening scope of police practice, and communicate effectively to his/her staff, citizens and elected officials. PR skills without sacrificing integrity is a must.	6/8/2020 9:07 AM
417	Zero tolerance for [Expletive] in police department	6/8/2020 8:48 AM
418	DEFUND THE POLICE	6/8/2020 8:43 AM
419	This is a good list. Make sure you clarify what "fair and just policing" is. Diversity. Training. Ongoing training. More training. In fact, setting higher standards for police and for recruits. More community policing.	6/8/2020 8:09 AM
420	Stop criminalizing existence for the marginalized among us. Stop valuing property and "law and order" over people. Thoroughly investigate actual crime, such as rape and DV, instead of flashbanging and tear gassing peaceful protestors. People over property, ALWAYS.	6/8/2020 7:10 AM
421	Keep up the good work	6/8/2020 7:02 AM
422	No.	6/8/2020 6:26 AM
423	In a world where we look for abolishing police force, I suggest instead of buying riot gear, you put that money back into real community programs to support people before they become repeat offenders and victims of our system. That only comes with a well funded anti-crime outreach policy.	6/8/2020 6:11 AM

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424	Helping those that have been mistreated or harrassed and have been hiding because of shame. Or many other reasons	6/8/2020 6:01 AM
425	The focus should be on having a fair and just department, with officers who acknowledge their racial bias and work to educate themselves on using their privilege to build up the community. Officers who don't need to turn off their body cams or fear being recorded for social media. Officers who go viral for doing good by their citizens.	6/8/2020 12:45 AM
426	I would love to see someone who is charged and ready to stand up for police and the men and women they are in command of. Someone who is ready to take the heat from politicians and the public but stand strong in the department beliefs and mission. I would love to see someone combat tested and highly educated step in.	6/8/2020 12:21 AM
427	I put fair policing first - but I'd assume that would be the norm. I honestly can't say these are more important than others. They work hand in hand.	6/8/2020 12:16 AM
428	Diversifying force.	6/8/2020 12:09 AM
429	Keep up the good work.	6/8/2020 12:03 AM
430	I feel strongly that more effort should be made to recruit young people from the neighborhoods that have higher crime statistics. Policing is done well when our communities know who is patrolling our neighborhoods. People are more likely to protect and support an officer who they've known and can trust.	6/7/2020 11:57 PM
431	Racial sensitivity and deescalation training. Higher education level requirements in relevant fields like bachelor's degrees in criminal justice or social sciences. It shouldn't take more training to become a cosmetologist than a police officer. Mandatory counseling or regular mental health checks for officers in addition to continuing education in race relations and deescalation.	6/7/2020 11:35 PM
432	No	6/7/2020 10:54 PM
433	you have a community here desperate to feel heard and respected. Please do not disappoint us	6/7/2020 10:44 PM
434	Effective communication skills need to be part of training of officers to them be able to de-escalate situations with force being the last and not first option.	6/7/2020 10:33 PM
435	Police officers need to wear body cameras. Police need to communicate with neighbors affected by police activity in their neighborhood. More officers need Spanish-speaking skills.	6/7/2020 10:09 PM
436	I believe building strong relationships in the community will solve many issues. I believe Salem PD has done a good job of that.	6/7/2020 10:02 PM
437	Let's use this historic moment to change the way we police in Salem. Let's have a police department that works collaboratively with mental health and human service offices to support rather than penalize our homeless population, to ensure justice and equality to our black and brown community members, to show fair and equal treatment to ALL members of our community, and to learning the tools to de-escalate and prevent violent actions by all means necessary.	6/7/2020 9:57 PM
438	Defund all Salem police operations. Salem PD has done absolutely nothing of value for this community, and should be treated accordingly.	6/7/2020 9:26 PM
439	Stop using potentially lethal methods of control, like tear gas and rubber bullets.	6/7/2020 9:25 PM
440	Properly train and vet our service people to know the law and ensure they aren't bullies.	6/7/2020 8:40 PM
441	Transfer funding from police to social services and/or train officers on de-escalation and non-violent strategies.	6/7/2020 8:35 PM
442	I support police, but I can't understand police force against protestors and escalation of conflict seen nationally. I don't understand police failing to provide CPR even with individuals they seek to arrest. I want to see compassionate policing. I want to see officers doing the right thing. I want to see officers breaking away from group think and the mentality that they must protect themselves their fellow police instead of the community they serve. I want police that speak up when something is wrong. I haven't seen Salem Police do anything wrong...these comments are a reaction to policing nationally and the disregard for human life and the people they are supposed to protect and serve.	6/7/2020 8:21 PM

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443	The main priority must be rebuilding trust that the police force is fair, not racially biased and not in partnership with white supremacists.	6/7/2020 8:06 PM
444	Completely defund and start over. Fire them all and find officers with ethics	6/7/2020 8:02 PM
445	Training on non VIOLENT policing. De-escalation. Not allowing yelling or cursing from police.	6/7/2020 7:33 PM
446	We need to end racism in our police force. We need someone that is willing to take a stand against unjust police in his/her force.	6/7/2020 7:27 PM
447	No, love Salem PD	6/7/2020 7:15 PM
448	Don't be a racist. Fire racist cops. Don't hire people with cops with DV records. Don't hire cops that left their last department after serious misconduct investigations.	6/7/2020 7:06 PM
449	Reasonable responses to civilian actions. Police should be there to protect all, not to punish small actions perceived as crimes. Police should be trained to act, not react.	6/7/2020 6:23 PM
450	Increase required training regarding equity, diversity, and dealing with individuals with mental illness. Increase required training in de-escalating situations instead of responding with force and violence.	6/7/2020 6:13 PM
451	Increased community policing. Keep positive SROs in every school	6/7/2020 5:30 PM
452	citizens police review board and citizens police academy are both vital.	6/7/2020 5:21 PM
453	N/A	6/7/2020 4:56 PM
454	<ul style="list-style-type: none"> • Mandatory and always-on body cameras for all enforcement officers. • Standardized and publicized protocol for officer engagements. • Mandatory bias and de-escalation training for all officers. 	6/7/2020 4:34 PM
455	A neighborhood policeman/woman that is known in neighborhood	6/7/2020 4:28 PM
456	Increased training so that officers are not confrontational.	6/7/2020 4:25 PM
457	Great officers and beyond at Salem PD	6/7/2020 3:59 PM
458	Be more proactive against white supremacism.	6/7/2020 3:56 PM
459	Focus on policing, crime solving and prevention. Focus on crimes with victims. Community engagement is important, but is secondary.	6/7/2020 3:52 PM
460	We should not have to pay more for positive community engagement. The priorities listed are not in accordance with the research based policing solutions advocated for by groups such as campaign zero. Additionally, Salem police officers should be trained for 4 years just as is required for people to begin teaching students. I don't trust 6 months of training and "ride-alongs" for a period of time with enforcing the law. I trust a lawyer's training to enforce and understand the law just as I trust a doctor's training to enforce and understand medical procedures. Your priorities listed are a gross simplification of issues and prove your general lack of understanding of research-based solutions to lower crime rates and lower police brutality and abuse of power.	6/7/2020 3:45 PM
461	Do something about the armed white supremacists that terrorize the public	6/7/2020 3:14 PM
462	Prioritize trauma informed and racially equitable response.	6/7/2020 2:51 PM
463	Police should patrol all area of Salem, not just "problem areas". If you only look for something in one place, you will only find it there.	6/7/2020 2:48 PM
464	Stop people from destroying our city!!!! If I have to pay my speeding ticket on time than everyone breaking laws should equally be held accountable for all misconduct. Not pick and choose who is ticketed and fined. Every single one of those protestors should be fined for breaking curfew. And if the bench warrant they should be held accountable!	6/7/2020 2:44 PM
465	Stop letting Salem police officers have connections to racist groups and white power groups. Do not let officers with multiple complaints be in any positions of power.	6/7/2020 2:09 PM
466	Please improve training for officers to deescalate circumstances and identify mental health crises. Too many people that should be going to the hospital are going to the jail instead.	6/7/2020 2:03 PM
467	I think if an officer sees a law being broken he/she should address it. Even if it's pulling over a	6/7/2020 1:57 PM

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	driver and writing a citation for running a red light.	
468	N.a	6/7/2020 1:25 PM
469	Better training for police so they are not so aggressive and treat the citizens they are sworn to protect like they are fellow human beings who have families waiting for them not just collateral damage or ways to make money by giving unreasonable fines to make money, that just hurts the community and keeps people having a hard time, down for longer than they need to be.	6/7/2020 12:10 PM
470	don't assault innocent people or antagonize the homeless population	6/7/2020 12:01 PM
471	I don't want a police chief that tries to cover up their officers mistakes, but instead holds them accountable for them! I've NEVER heard back from reports of rude or inappropriate behavior by police that I've filed in the past. It's a shame that our police would rather buddy up with known white supremacists and allow them to break the rules than to support peaceful protestors who are fighting for equality. Salem police do not care about equality and have made that clear.	6/7/2020 11:49 AM
472	Better training for mental health services, a stronger commitment to de-escalation training and practices, an open honest statement condoning racism both within the city and in the department, removal of officers with ties to the alt right.	6/7/2020 11:46 AM
473	The department needs to stop hiring street cops who have criminology degrees and are trained to see criminal behavior in everyone. We need community people recruited and screened for a desire to help their communities, not people who are excited to "catch bad guys" - when you're a hammer everything looks like a nail.	6/7/2020 11:39 AM
474	Prioritize decriminalizing mental illness. Prioritize holding police accountable. Prioritize deescalation training and reduction of police using force. Prioritize diversity and inclusion trainings for officers. Require body cams be used by all officers. Require officers to pass psychological examination to show ability to remain calm under pressure. Instead of spending millions on a new police station, please consider using resources to help shelter unhoused people.	6/7/2020 11:33 AM
475	Salem Police have a reputation for targeting Latinex and people of color at a much higher rate than white citizens. I'm white and I speed all the time and I've never been pulled over. If policing isn't fair and equal its evil.	6/7/2020 11:27 AM
476	If everything is based on a responsive or reactive police force then nothing will improve or reduce the amount of actions needed to have a police reaction. If you start with more positivity in the community, start with kids and neighborhoods...improving the connection and building it up...then it will grow...nothing will fix salem in a day but with the right steps it can be fixed over years to come	6/7/2020 11:16 AM
477	Someone who works with community leaders and listens to everyone	6/7/2020 11:11 AM
478	Police personnel need training on implicit bias, community policing, and conflict resolution.	6/7/2020 11:08 AM
479	Must push for: Yearly Racial Bias Training, Monthly Racial Bias auditing, Automatic suspension of officers with pattern of racial bias, Yearly Deescalation Training, Mandatory use of deescalation before force, State-wide Licencing for LEOs, Mandatory use of Body Cams during all interactions with citizens, Automatically dropping all charges where body cam video of the interaction is not available, Automatic release of body cam where use of force occurs, Automatic Review whenever use of force occurs, Use of force without Body cam is fire-able offence, Requirement for all officers to identify on uniform and by request at all times on duty, Requirement to render aid immediately after force is used.	6/7/2020 11:07 AM
480	Focusing more on community policing. From the Office of Justice Programs - Community policing is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.	6/7/2020 11:05 AM
481	Better oversight of police methods and behavior to ensure equal and fair treatment of all regardless of skin color, gender, sex, etc. Emphasis on working with communities to increase safety and reduce crime through proactive and non authoritarian methods. Demilitarize the police.	6/7/2020 10:54 AM
482	Working to be a model of community policing that helps fix instead of enforce and worsen systemic poverty in our community.	6/7/2020 10:45 AM

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483	We need more police who aren't afraid to stand up to corrupt police officers or those who abuse their power.	6/7/2020 10:44 AM
484	Black lives matter. Hold police accountable. Defund the police and prioritize restructuring the force to actually protect black and PoC citizens. Outside agency to oversee police accountability. Removal of officers with complaints of excessive force/brutality from the force or to an area where they don't interact with people on the street or in custody. End bail requirements; these disenfranchise the poor.	6/7/2020 10:43 AM
485	Kick out anyone who treats gun toting white supremacists with favoritism or preferential treatment.	6/7/2020 10:43 AM
486	I would like to see someone that has compassion. We need more social services in this area. It would prevent a lot of problems. I feel that priorities in SPD are to cover their own. As a victim of police brutality in 2003. The officer involved received 90 days in jail, served 45 and was on work release. That would have never happened for a Joe Schmo regular citizen. We have several police officers that are great and do their jobs, but contempt of cop is a real thing in which even good officers lose perspective. We need to have functional limits on qualified immunity. Things are rough out there and I have seen first hand SPD make it worse, not better. I do not want to see cops that have a bad reputation just moved from department to department. I can't move to avoid being prosecuted or sued....	6/7/2020 10:40 AM
487	Defund the police and invest the money in community projects that build up people of color and their communities.	6/7/2020 10:37 AM
488	Please make accountability a priority. We need to make sure that officers who are using force are not still officers.	6/7/2020 10:30 AM
489	Police should be proactive and reach out to communities to build relationships and learn cultural diversity and customs. Don't leave it to the communities to come to you—especially when they can't historically trust law enforcement. YOU need to offer the olive branch to build relationships and trust.	6/7/2020 10:29 AM
490	Something that should be a high priority that is going to be a long term goal should be focusing on having officers engage with the people they interacting with. Less arrests, more help.	6/7/2020 10:22 AM
491	Select a person of color who can empathize with the different communities of color with experience in strong community relations. We need someone authentically themselves and not just someone that white people can tolerate. You cannot tell me there is not a dedicated and experienced person of color who meets the criteria. And, if there isn't, that says a lot about Salem Police and the opportunities they create for POC.	6/7/2020 10:11 AM
492	Unconscious bias training	6/7/2020 10:11 AM
493	More training for all police officers on detecting their own biases and acting justly.	6/7/2020 10:11 AM
494	We need a new chief of police who is bilingual and bicultural. We also need someone with knowledge of policies that reduce police violence. Building relationships with people in the community must be a priority.	6/7/2020 10:09 AM
495	Yes, please train your officers to treat POC with the same respect they treat the armed white group protecting a business during one of the protests. If your officers are making these distinctions, I assure you they're not treating POC with respect. We're watching and ready to tape and expose these discrepancies. Let them know they're been watched!	6/7/2020 10:06 AM
496	Black lives matter. Require body cameras, accountability, training and don't have officers with complaints and incidents on the force.	6/7/2020 10:06 AM
497	Social workers should be a prioritized asset of the police, especially in interactions with homeless and youth.	6/7/2020 10:02 AM
498	I would like the police department to prioritize diversity, non violence, and anti racism in sustainable and tangible ways.	6/7/2020 9:56 AM
499	Limit use of force. Conduct independent investigations into police misconduct. Body cams operating at all times.	6/7/2020 9:55 AM
500	Priority #1 should be a commitment to implementing the measures proposed by the black leaders in Oregon.	6/7/2020 9:51 AM

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501	No	6/7/2020 9:50 AM
502	The police should whenever possible be unarmed and highly trained in nonviolent conflict resolution with minimal resort to violence and imprisonment.	6/7/2020 9:39 AM
503	I believe the SPD is doing a good job under the leadership of Chief Moore.	6/7/2020 9:38 AM
504	Your department's appalling racism is systemic. Any and all officers involved must be fired and their pensions taken away.	6/7/2020 9:37 AM
505	Priorities should be to support community services, eliminate the use of force, and transition duties to other social organizations that can better fulfill needs for mental health, housing, and resolving domestic violence.	6/7/2020 9:11 AM
506	It's very difficult to prioritize without knowing how you define these things. The overall theme of my prioritization is that I'd like to see our police focus on quickly and non-violently responding to situations in which they are truly needed to protect and serve people. Doing that fairly will start to build the public trust. I'd prefer to see less involvement from the police and more collaboration with social services in most situations. Some of the resources currently going to the police should be invested in a better social safety net. Please see the ideas here: https://www.publichealth.columbia.edu/research/decarceration-and-public-health-research-collaborative/advocacy-materials	6/7/2020 8:55 AM
507	No	6/7/2020 8:37 AM
508	Neighborhood quality of life would be the result of all the other actions.	6/7/2020 8:35 AM
509	We need our police to be responsive, caring and fair. Also, we need them to be people of integrity and people who have not perpetrated violence against citizens, there should definitely be a standard of accountability that is upheld.	6/7/2020 7:57 AM
510	Empowering our community members to invest in their neighborhoods and care about the people around them should be a huge priority for the police so that they are not needed, but conflicts are able to be resolved before police intervention is needed.	6/7/2020 7:50 AM
511	None	6/7/2020 7:25 AM
512	good job	6/7/2020 3:46 AM
513	Keep up the great work keeping our community safe!	6/7/2020 2:34 AM
514	8cantwait.org	6/7/2020 1:08 AM
515	Hire someone who is not traditionalist and ready to adapt to a completely new way of law enforcement. Who enforces high standards for their staff and holds everyone accountable for their actions. Someone who openly disavows racism and actively pursued empathy driven responses and solutions. Your citizens are not the enemy	6/7/2020 12:53 AM
516	Don't play favorites!	6/7/2020 12:30 AM
517	All of those listed are very important. I think community relations have improved but still needs work.	6/7/2020 12:14 AM
518	8cantwait.org best practices and policies including more restrictive use of force policies to prevent injury and/or death, demilitarization of police; commitment to anti bias and de escalation trainings	6/7/2020 12:09 AM
519	Active recruitment of officers that reflect the demographics of the city. More Black, Latino, LGBTQ and women officers.	6/7/2020 12:07 AM
520	i feel that strong community relationships, positive engagement with youth, neighborhood quality of life, and fair and just policing all work together to help with crime prevention and crime solving/investigations (as far as getting cooperation from community members). Although I ranked crime prevention, response time reduction, and crime solving/investigations in the top 4, I am doing so hoping that they will be pursued by engaging in the lower-ranked priorities as well.	6/6/2020 11:19 PM
521	Be community oriented. Service oriented.	6/6/2020 11:10 PM
522	Re-name yourselves Peace Keepers! That way it's always a reminder of what you are to the community.	6/6/2020 11:08 PM

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523	Further de-escalation training would be beneficial in enacting fair and just policing	6/6/2020 10:57 PM
524	No	6/6/2020 10:46 PM
525	Allocate funding for police department to other areas such as schools, mental health facilities and programs and response services, to helping homeless into transition homes and stability	6/6/2020 10:45 PM
526	I believe that finding a police chief with a genuine understanding of the social climate and need for JUST policing is imperative to the health of the city. Salem Police must vehemently condemn racism and take significant acts to rectify injustices in our city.	6/6/2020 10:34 PM
527	Commitment to equitable policing. Engaging with the community regarding priorities and advanced training for police officers, including trauma management, implicit bias training, and up-to-date policing techniques. Also limiting military type equipment, and spending that money on previously mentioned items.	6/6/2020 10:19 PM
528	Don't be deceived by the left. Grow some balls. Power and strength. Law and order. MAGA!!!	6/6/2020 10:15 PM
529	Address racial bias and systemic racism in the criminal justice system. Put more resources towards community support services and getting people help instead of being punitive.	6/6/2020 10:02 PM
530	Continue quality diversity training for officers led by non-white, experienced, presenters. Ban the use of choke-holds, knees on the neck, and racial profiling.	6/6/2020 9:40 PM
531	Accountability in racial profiling. Refuse to deploy when someone is calling in a "suspicious looking black dude." Make public disciplinary actions. Continue your outstanding de-escalation techniques. Hire more Latino/Latina, Islander to reflect our population.	6/6/2020 9:33 PM
532	Please consider applicants that are of minority status.	6/6/2020 8:49 PM
533	Trainings in racial equality for the police and public, working compassionately and trainings in dealing with mentally ill. Speaking respectfully to the public without jumping to conclusions.	6/6/2020 8:44 PM
534	Ban choke-holds, require de-escalation training, require warning before shooting, require that you exhaust all other interventions before shooting, ban shooting at moving vehicles, ban the use of military grade weapons and tear gas on civilians. The department should reflect the community it serves, and implement culturally diverse leadership.	6/6/2020 8:44 PM
535	no	6/6/2020 8:39 PM
536	Continuing to protect and serve as they have been trained.	6/6/2020 7:48 PM
537	After the video surfaced this week the priority should be investigating racism in the department. It is clear from the list of priorities provided the department is out of touch with the needs of it's citizens and may be unfairly targeting minorities while siding with hate groups like the "proud boys". The money used to fund the Salem Police would be better used to fund mental health resources and addressing the underlying causes of crime (job security, food instability, mental health and substance abuse, health care, dental care, and education to start). Any candidate for this job should be thoroughly vetted for ties with hate groups like the Proud Boys, III%ers, Oathkeepers, etc. Has the city considered hiring a mental health professional in the role of police chief?	6/6/2020 7:13 PM
538	Body cams for every officer	6/6/2020 6:59 PM
539	Get the department trained in Brazilian Jiu-Jitsu. Seriously. The confidence to handle an opponent without the use of lethal methods is critical and could save the officer's life as well as the suspect. Training BJJ can significantly increase the department's capability to handle less than lethal situations. I cannot recommend this enough.	6/6/2020 5:56 PM
540	The police should interact positively with the community in almost all circumstances. Making people feel safe and secure comes from positive interaction, not by making traffic ticket stops or by violent or otherwise negative interactions.	6/6/2020 5:38 PM
541	Annual trainings for equal treatment of ALL citizens, so that was happened elsewhere to people of color NEVER happens here. We should make this a priority to ensure equal treatment of all individuals regardless if they are suspected of a crime and regardless of race. I think that would go a long way in showing the community that it's important to stay up to date on working on police perception and interactions with the community....I think there is always room for improvement even though I think overall we have a great police department. Although I'm caucasian and I can't speak to my neighbors who ate if color, but I think we all deserve equal	6/6/2020 5:32 PM

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treatment no matter what and continued annual trainings could keep it fresh and up to date in each officer's memories.

542	Extensive Training of officers should also be a priority... higher education requirements for new hires	6/6/2020 5:32 PM
543	Treat everyone the same, don't pick and choose who you impose fines against and who you let go with a warning. And if we are expected to follow the laws shouldn't they lead by example?	6/6/2020 4:56 PM
544	Visibility downtown to discourage panhandling	6/6/2020 4:50 PM
545	Anti-racist police. When contacting relatives and acquaintances during the background process there should be questions regarding this.	6/6/2020 4:29 PM
546	Train your new police for a longer period of time and ensure they know that any profiling will not be tolerated.	6/6/2020 4:27 PM
547	I understand the need to rank, but to be clear they are all nearly equally important.	6/6/2020 4:09 PM
548	Hire the next chief of police from within the organization or from another Oregon agency. No national search. No retired chiefs moving from California to double-dip at Salem PD. Congratulations on a job well done Chief Moore.	6/6/2020 4:08 PM
549	Homeless near shopping areas, its quite scary especially for a single mother with small children	6/6/2020 3:29 PM
550	The police need to be more careful in their over zealous treatment of citizens who are not criminals and pose no problem to the public. It was state police that I refer to.	6/6/2020 3:28 PM
551	Very little effort put into solving car thefts.	6/6/2020 3:12 PM
552	Recruit, train, and hire for diversity, fairness, compassion, and community building. Good leadership should reward those values which promote safety and fairness for everyone.	6/6/2020 2:55 PM
553	This person needs to be empathetic, to instruct officers that there is such a thing as personal judgement when something is small enough to forget about. To NOT prioritize vehicle tickets and to place more focus on helping versus apprehending. Police must realize they are simply citizens, not power rangers.	6/6/2020 2:35 PM
554	For one, enforce the law equally and eliminate police officers who are obviously biased against certain groups, as was seen with the news this week.	6/6/2020 2:29 PM
555	Change the white supremacist culture to a fair engage with all people.	6/6/2020 2:25 PM
556	No force when not needed. No racial bias. Training // a college degree needed	6/6/2020 2:22 PM
557	Homelessness is ruining our city, if you want to be like Portland or Eugene apply to be the COP of that city, if not please enforce homeless ordnance's swiftly and humanely	6/6/2020 2:18 PM
558	Emphasize community policing. Work to reduce racist profiling by policy and by citizens.	6/6/2020 2:14 PM
559	Just get another Jerry Moore and you will be just fine.	6/6/2020 2:13 PM
560	Please make the top priorities justice for ALL citizens, limits on use of force and de-militarization. This is the only way to build a better relationship between the community and law enforcement. We need you, but we need you to be trustworthy and to protect ALL of us, not just the white far-right, gun-toting "2nd amendment" people who get special privileges when interacting with law enforcement.	6/6/2020 1:50 PM
561	apprehending criminals	6/6/2020 1:43 PM
562	Please handle homeless crisis. We business owners get hammered while watching PD get a shiny new building.	6/6/2020 1:43 PM
563	Our police chief must be willing to address the racial profiling that is rampant with Salem Police	6/6/2020 1:33 PM
564	Try to make the department representative of the community they serve. Implement an outward mindset. Address even the appearance of favoritism.	6/6/2020 1:25 PM
565	More patrols through neighborhoods, more community policing, which means driving through neighborhoods and stopping and saying hi to people, getting out and talking to kids especially those without helmets. This should be day and night to prevent car clouts and help prevent	6/6/2020 1:19 PM

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burglaries. More traffic enforcement, not just red light runners. All patrol cars should have radars in them to address speeding and especially in neighborhoods. Stop and address cars with loud mufflers or no mufflers and people driving on cell phones. Contact and address the homeless that are breaking laws such as theft of shopping carts, unlawful fires, unlawful camping.

566	<p>The critical factor is the model, the philosophy and values associated with of each of the above items. They can each be planned and implemented differently, with a system biased toward enforcement first, which usually harms others inequitably, or biased toward long term community good, which usually means allowing a few short term losses. For example, Crime Prevention can be a two-edged sword. The right way to do Crime Prevention is to eliminate the disparities that increase the risk of crimes committed by certain groups of people. The Police Department needs to see itself as having an impact on the existence of those disparities. Adults in general, whether teachers, parents or police officers, have the tendency to treat others, especially the younger, teens and under 30's, with an impersonal judgement: "it's not my problem if you don't do what you are supposed to do." "You get what you pay for; you decided to disobey, that's your choice, not my problem." "I'm just doing my job. It's black and white: either you did it or you didn't do it, I don't care why or how." I think what I am saying is that most people--humans--are fine with the Law being understood as black and white. Right and wrong. Like the 10 commandments. But people then take it upon themselves to be the judge of what is black and white. It is impossible for a human to keep emotion and bias out of any decision. A good parent, trying to do their best, has several thoughts warring against each other in their head when they are angry with their child's behavior and trying to decide what to do about it. 1. Judgement: you did something wrong and you deserve consequences or punishment. 2. Feelings: here's the most complicated one--Power angry: how dare you?, or Guilt trip: that makes me sad/disappointed/discouraged, or Revenge: you're in trouble now/you'll be sorry/you'll pay for this, or disgust: you stupid idiot/get out of my sight/I can't believe you're my child, or Compassion with Integrity: You know the rules and the consequences-I'm sorry this happened to you but you'll do better next time. And last but not least, Mercy: You know the rules. I know you can follow them. What is getting in the way for you to follow them? Is there something I can do to help you follow them? Yes, I am literally saying that systems are run by people, and the people cannot pretend to be robots and computers that spit out completely neutral emotionless actions and words and enforcement. In the case of police officers, they are humans given a job of monitoring the people living in the larger system of society. Fairness to everyone is not equality, nor equal treatment, nor neutral treatment. Therefore the people with the job of running the system must approach their job as a human who has purposely learned, whether instinctively or by hard training, to uphold the right philosophy (that I hope our new chief will have) about the people they are monitoring; a philosophy and values that guides towards effective positive decisions and actions that result in GOOD. So they must learn HOW to monitor, HOW to enforce, HOW to implement rules, HOW to use tools of their trade, and so on under those right philosophies and values. The parent, the teacher and the police officer have many things in common. They are in authority. They face endlessly complicated people in endlessly complicated situations every day in their jobs. Their decisions always, always, always have lifetime impact upon those under their authority. They are expected to do the impossible and be right 100% of the time. So I go back to the only thing that can make them as successful as they possibly can be is their philosophy and values, which leads them to want to learn them better, leads them to want to fight against their own problems so that they don't hurt others, leads them to seek truth, leads them to be merciful, think about others under them before thinking about themselves, etc. etc.</p>	6/6/2020 1:10 PM
567	<p>We need to create stronger (more funded) community resources and services (homeless, addicts, domestic violence) to relieve the burden on our police. If these issues are better addressed, and these people more supported, less crime will follow.</p>	6/6/2020 12:49 PM
568	<p>Adequate training in de-escalation strategies,; awareness of history of injustice in US; prohibition against chokeholds</p>	6/6/2020 12:42 PM
569	<p>All of the above are no.1 all are important</p>	6/6/2020 12:41 PM
570	<p>Our police department strive to do community policing with active input from neighborhoods. There should also be a huge effort to recruit people of color to the force and to have meaningful trainings in equity issues including knowledge of mental health issue.</p>	6/6/2020 12:35 PM
571	<p>I think the new police chief should work with leader of minority communities and organizations like those who deal with drug use and mental health to develop procedures that are sensitive to working with those groups.</p>	6/6/2020 12:32 PM

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572	There is evidence of the police treating white citizens and people of color differently. This is unacceptable and must be changed	6/6/2020 12:22 PM
573	That they be as transparent as possible. That there be a strong oversight with regards to the police policing themselves and have a strong over watch and check and balance system	6/6/2020 12:22 PM
574	I think all of those are important but in differing degrees. The way your survey is set says that my #8 is a "low priority" when it is not. I do not believe your survey is giving you the info you want.	6/6/2020 12:14 PM
575	no	6/6/2020 12:04 PM
576	Don't hire a racist colostomy bag.	6/6/2020 12:03 PM
577	Relationships are key. The ability to listen, understand, and respond helpfully.	6/6/2020 12:02 PM
578	Someone interested in deescalating situations and against the militarization of the police	6/6/2020 12:00 PM
579	i feel that none of the priorities listed above are priorities to the salem police who ive personally experienced many times as a white woman their only priority seems to be to intimidate	6/6/2020 11:53 AM
580	Root out All the white supremacists like the officer who warned the proud boys to go inside so they could shoot teargas.	6/6/2020 11:50 AM
581	Looking at data on disproportionalities to guide decisions, hiring practices, training and servant leadership.	6/6/2020 11:45 AM
582	Salem needs visible police presence. More bike patrols in parks with homeless encampments.	6/6/2020 11:41 AM
583	In all of the above priorities, a priority should be placed on positive and just interactions with ALL community members, and especially people and youth of color.	6/6/2020 11:38 AM
584	Deescalation training and best practices.	6/6/2020 11:35 AM
585	You are doing an excellent job, thank you!	6/6/2020 11:30 AM
586	accountability, transparency, consistent training and regular refresher trainings	6/6/2020 11:26 AM
587	Should above all else be willing to support and follow the articles and amendments of the constitution and stand firm against the political whims and "tendance du jour" of those who wish to have things their way in spite of the rule of law.	6/6/2020 11:15 AM
588	Building positive relationships in the community increases trust in law enforcement and helps make your job easier.	6/6/2020 11:13 AM
589	Look into and fire white supremacists from within the police	6/6/2020 11:10 AM
590	We have always had good response time when callong police. We must work harder to help decrease alcohol and other drug abuse because most crimes are related to this. Prevention means programs that address this.	6/6/2020 11:06 AM
591	Restructure the use of force policy, oversight on arrests and compassion and training for working with the homeless, mentally ill. Cultural sensitivity training and policies.	6/6/2020 11:02 AM
592	When the police decide what works best for them to function properly, the city should not change or dilute their decisions with things they don't know anything about.	6/6/2020 11:01 AM
593	Enforce the law in a fair and just way. Do not discriminate based on race or anything else	6/6/2020 10:55 AM
594	Please refer to the the guide to Fair, Safe and Effective community Policing based on research by the Leadership Council on Civil and Human Rights. It can be found at https://civilrights.org/wp-content/uploads/Policing_Full_Report.pdf . Other relevant reports and documents can be found at https://www.obama.org/anguish-and-action/ . Regardless of political leanings, these documents are essential for any city truly trying to build a just policing/community building force. The police chief candidates should be familiar with and in favor of making these changes.	6/6/2020 10:53 AM
595	Other important priorities- transparent, consistent police accountability. Less force and more cultural sensitivity, more effective bias training- walk the talk.	6/6/2020 10:48 AM
596	Change the culture of the Police, no more Brother/Sisterhood of silence. Make it easier for fellow Police officers to report wrong doings of their colleagues, without consequence. Then	6/6/2020 10:34 AM

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follow through with a fair investigation. More transparency. If a cop murders anyone they should get the same sentence as anyone else.

597	Training to provide human treatment of all community members.	6/6/2020 10:33 AM
598	There needs to be an established committee that looks racially biased police and their actions with the power to suspend and/or fire any officer, Sheriff or chief for doing so, and it needs to be ran by people of different races in the communities.	6/6/2020 10:24 AM
599	Accountability for Police wrong doing, and or breaking the same laws as the civilian. No segregation when a convicted or arrested cop when they go to jail or prison. they are put in with the general population as if they were a civilian. The Badge should not be a get out of jail free card!!!	6/6/2020 10:19 AM
600	Hire a competent and qualified applicant and don't just hire someone based on the color of his/her skin.	6/6/2020 10:10 AM
601	a constant requirement is developing and maintaining positive relationships with the community at large with special emphasis on minorities and communities of color.	6/6/2020 9:59 AM
602	Prioritizing actual crimes over something that hadn't happened; ie the 'preventative action' of being around.	6/6/2020 9:57 AM
603	The Department must maintain compassionate treatment of the homeless while protecting businesses and residents.	6/6/2020 9:56 AM
604	All of these are very important, but it is most important that the Salem PD treats Salem's residents as the people it is supposed to protect and serve and not as the enemy.	6/6/2020 9:55 AM
605	While often times being in difficult situations maintaining the law, police officers need to do so with the utmost respect for equal citizens' rights for all people.	6/6/2020 9:52 AM
606	no	6/6/2020 9:50 AM
607	Fiscal responsibility, reduction in racial profiling, non-violent non-racially biased policing	6/6/2020 9:48 AM
608	I believe the department should work with the NAACP regarding appropriate police reforms for our city.	6/6/2020 9:47 AM
609	By "Fair and Just Policing" I prioritize the "Fair and Just", not the "Policing"	6/6/2020 9:46 AM
610	Enforce the laws and protect citizens and their properties.	6/6/2020 9:40 AM
611	Na	6/6/2020 9:36 AM
612	Elimination of police violence is the single most important issue. Understanding and elimination of structural, implicit, and explicit bias is required to eliminate police violence.	6/6/2020 9:34 AM
613	Staffing. Your department is well known for, at the patrol level having a reactionary response to investigations. Petty crimes not being investigated. I personally witnessed an incident where a business owner, who was a victim of theft reported said theft to another agency. That other agency called to get the investigation rolling and was told by the call taker that an officer would be out in a few days. The other agency took the call and within a day had identified the suspect and obtained a warrant that was eventually served. Poor community outreach on this.	6/6/2020 9:25 AM
614	Reduce policies that allow police brutality	6/6/2020 9:12 AM
615	eliminate the use a para-military tactics and equipment, i.e., tear gas and other forms of irritants, purchase of military type equipment. Remove any "police bill of rights" from contract language.	6/6/2020 9:10 AM
616	Ban chokeholds and strangleholds. Exhaust all alternatives before shooting. Require warning before shooting. Require all force be reported.	6/6/2020 9:04 AM
617	Be visible in a positive way, stop and talk to neighbors not just when making arrests	6/6/2020 8:48 AM
618	Good communication with neighborhood groups-informed citizens can support the police	6/6/2020 8:45 AM
619	Racism is a Pandemic. BLACK LIVES MATTER! MAKE THEM MATTER!	6/6/2020 8:42 AM
620	I've read that there are several strategies that have been effective in reducing fatal police shootings: 1) getting officers trained in de-escalating tactics and prohibiting chokeholds, 2)	6/6/2020 8:24 AM

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tougher measures to get rid of violent officers, and 3) hiring more police officers so that officers are less overworked and less stressed. These strategies would be great as preventative measures, and I support all of them.

621	Equal, fair and just policing along with positive engagement with the community is #1 priority for the new Chief.	6/6/2020 8:20 AM
622	Don't be afraid to seek outside help with any mental stress.	6/6/2020 8:16 AM
623	The Chief and top Department administrators might spend a reasonable amount of time each month walking and driving the streets at all hours to foster community connection and keep abreast of what is really going on in our city.	6/6/2020 8:09 AM
624	More Officers are required for the size of the City of Salem. The Police Department is sadly understaffed.	6/6/2020 8:01 AM
625	I'd like to see more work done to educate the community about homelessness, and how this is NOT the "fault" of most of the people we see who haven't got homes. Clearly many folks in town just want them to be invisible, without thinking about how they got to the position they are in and why we should be more sympathetic towards their plight.	6/6/2020 8:01 AM
626	body cams, gun cams, to reduce uncertainties and lawsuits.	6/6/2020 7:56 AM
627	I'd love to see fair and just policing and the sharing of responsibilities with other departments in the area — for example: if I call because there is an intoxicated or substance abuse situation with a homeless person happening near my home, I don't need "policing" - I need an empathetic person to respond and direct the person to resources within the community. We need more Clear and direct assistance in Salem with homelessness, more training within the department concerning race and minorities and bias.	6/6/2020 7:38 AM
628	No	6/6/2020 7:36 AM
629	Stand behind your officers. Stand strong to protect people, businesses and communities against all crime. Uphold the constitution.	6/6/2020 7:12 AM
630	Listen to the protesters; keep police accountable for over use of force and targeting of minorities	6/6/2020 7:11 AM
631	Minimize the need for police. Increase community engagement. Deescalation training. https://8cantwait.org/	6/6/2020 7:09 AM
632	Allowing the department to uphold the laws without interference from city government.	6/6/2020 7:08 AM
633	Clean up and police the homeless population.	6/6/2020 6:49 AM
634	"Fair and just" goes without saying; I ranked crime prevention etc higher because those are the core police duties. Any other community engagement is secondary.	6/6/2020 5:43 AM
635	None at this time.	6/6/2020 5:40 AM
636	Should be focused on deescalation when encountering conflict. Policing should be fair and conducted without bias.	6/6/2020 4:09 AM
637	homelessness - I am tired of seeing our downtown trashed and littered	6/6/2020 3:53 AM
638	Not to cave to political correctness or what is in vogue at the time. Just enforce the laws fairly and consistently. The police Chief should not be a political figure.	6/6/2020 1:59 AM
639	Police should receive cultural competence based on the top 3 types of communities they will be policing and interacting with	6/6/2020 1:41 AM
640	Get in touch with the community. Not just the officers personal communities, but all the communities they sre policing	6/6/2020 1:07 AM
641	In all honesty, I think the police are there to only a couple of reasons, make sure the civilian populists is maintaining good order when in public and with interactions between people. I understand the "life and death " situation that may come across a city police man they encounter in their day to day, but I think officers need to understand that someof the most people they encounter are law abiding citizens. Maybe armed citizens. I believe in a lot of situations the police may not be there in time. Therefore, citizens may be armed and should use there right to defend themselves or property from others who may want to harm them.	6/6/2020 12:58 AM

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642	No	6/6/2020 12:54 AM
643	Genuine engagement with the black lives matter movement is crucial—focus on policies over optics, and devote resources to community building instead of overpolicing.	6/6/2020 12:22 AM
644	Stop teargassing innocent people, it's actually a war crime	6/6/2020 12:09 AM
645	More face to face on foot interactions. I know police don't walk a beat anymore but it would be nice to be able to say hello instead of always seeing officers inside cars. It's a little intimidating.	6/5/2020 11:59 PM
646	Fire the POS officer that protected the proud boys instead of policing fairly and equally. Follow the lead of other counties who are proposing full police reforms. Train your officers to respect citizens. Annual training that's not just hour long seminars that no one listens to or follows.	6/5/2020 11:48 PM
647	None	6/5/2020 11:27 PM
648	Loosen ties with the unions. They make it too difficult to discipline bad actors which gives all cops a bad name. Modify policies regarding use of force and eliminate those that most often cause injury or death around the country. Negotiate union contracts that allow for immediate termination after ANY excess use of force determination is made after charge has been investigated by an outside, independent investigator.	6/5/2020 11:22 PM
649	No	6/5/2020 11:00 PM
650	Why tear gas teenagers past curfew but allow people carrying large weapons congregate past curfew? Why are youths with paper signs more threatening than someone who is openly carrying a weapon?	6/5/2020 10:59 PM
651	Your chief apologies we're just excuses and worthless. He made the point of the people that there is racism and differences with the white supremacy and peaceful protesters. TRUELY disgusted to see this. And to see videos and pictures and stories of how people are being treated. I'm ashamed to live in Salem.	6/5/2020 10:46 PM
652	So they sit back and watch homeless people litter and trash our streets. Why should I pay for garbage. The homeless don't. Tax and spend and no good service.	6/5/2020 10:45 PM
653	How about start with not giving preferential treatment to a bunch of rednecks with guns while you attack and abuse peaceful protesters?	6/5/2020 10:35 PM
654	Defund.	6/5/2020 10:32 PM
655	I would recommend liaison officers provide recourses to neighborhoods on how to report on drug houses that will result in arrests, keeping dangers away from family neighborhoods.	6/5/2020 10:23 PM
656	Tired of the "what do you want me to do about it?" Responses. Homeless need to follow the same rules. Property theft taken seriously. I know many people don't report because it's a waste of time as nothing is ever done or just told to report for statistics.	6/5/2020 10:21 PM
657	We need diversity and inclusion, there are no persons of color who are leading Or influencing this law enforcement agency. Time for a change!	6/5/2020 10:18 PM
658	Repairing/restoring the relationship of law enforcement with the black community.	6/5/2020 10:03 PM
659	Officers should be trained better in how to not just communicate with civilians but in listening as well. In the many times I've spoken to officers they are always ignoring what I have to say or they don't seem to be listening as if what I'm reporting matters. Officers need to be more involved in the community as well not just as figures of authority but as people as well.	6/5/2020 10:00 PM
660	8 can't wait	6/5/2020 9:48 PM
661	n/a	6/5/2020 9:36 PM
662	All lives matter including black lives. Please choose an individual be it male or female black white or purple who understands respects and believes the same.	6/5/2020 9:35 PM
663	Where are they? West Salem has more than 30,000 residents and just one officer assigned to our remote location. When the bridges go down in the expected earthquake, hundreds of our loved ones will be killed or injured and this one officer, with no backup, will have to do it all themselves while babysitting for 500 bums and drug dealers in the area.	6/5/2020 9:35 PM
664	Treat all people with kindness	6/5/2020 9:32 PM

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665	Keep Salem residence/businesses safe	6/5/2020 9:31 PM
666	A larger focus on deescalation and doing everything possible BEFORE using ANY kind of force.	6/5/2020 9:16 PM
667	Increase mental health teams and reduce deadly force actions. Require body cams at all times	6/5/2020 9:16 PM
668	Not abusing power or people	6/5/2020 8:52 PM
669	Frankly, I want the police in Salem to be abolished and every penny used for police to be reinvested in our communities. That's why I have enforcing the law at the bottom. Since the hiring is inevitable, I want someone who will acknowledge that many of (if not all) the current duties of police can be better done by community members themselves and/or professionals like social workers. They should be humble enough to recognize that policing in America is a tool of racial control.	6/5/2020 8:52 PM
670	Choose someone as good as Chief Moore!!	6/5/2020 8:47 PM
671	None in particular	6/5/2020 8:44 PM
672	I'm was not convinced by the office response that you team favors gun toting right wing white supremacists over protesters who oppose police misconduct.	6/5/2020 8:37 PM
673	Demilitarize our police force now. It is disgusting to see military gear and armored tank-like vehicles in our community. This does not build trust, and it invites anger and violence.	6/5/2020 8:23 PM
674	Consistently enforce the laws against anti-social behavior at all levels so criminals no longer sense that Salem is a city that will tolerate their activity.	6/5/2020 8:14 PM
675	Community policing by Every officer in the department. Reconsider the number one priority being enforcement. Consider the novel and priority being community engagement. If you build trust with the community then they can help you prevent and solve crimes.	6/5/2020 8:04 PM
676	Charge more often for crimes	6/5/2020 8:01 PM
677	Enforce the current laws regards of who is involved.	6/5/2020 8:00 PM
678	Walt Meyers and Jerry Moore brought evolution to Salem policing!! We need the next generation who can change and evolve our police department	6/5/2020 7:56 PM
679	Holding police officers accountable. No racial profiling!	6/5/2020 7:56 PM
680	Na	6/5/2020 7:35 PM
681	Stop allowing systemic racism. Hold officers accountable who do not uphold the standards. They did that to us in active duty Army.	6/5/2020 7:32 PM
682	Every officer in the SPD needs a review of conduct. There needs to be a citizen review panel for complaints against police.	6/5/2020 7:29 PM
683	I want to live in a community with a police force that has a zero tolerance policy towards racism and biased policing. I want to live in a community with a police force that is kind and fair and gets out of their cars to walk the streets and form relationships. I want to live in a community with a police force that is diverse and reflects the community.	6/5/2020 7:22 PM
684	Education is #1 precursor for everyone in society. Just and compassionate public management critical to nurture police-public relationship Least aggressive approaches always Please, thoughtfully come together as a complete department to view: Ken Burns & Lynn Novick's College Behind Bars to review the importance of respect and empathy See: Better Angels Society See: Just Leadership. BPI Bard	6/5/2020 7:17 PM
685	Investigate accusations of discrimination against officers, and educate officers better on how to handle various situations and what is considered excessive force.	6/5/2020 7:15 PM
686	Fund POLICE. Defund homeless shelters.	6/5/2020 7:14 PM
687	Stop tearing gassing citizens you numbnut dimbwits. Spend more time doing your jobs and less time not arresting white supremacists	6/5/2020 7:06 PM
688	Greater presence in West Salem. Creating safe environment for all neighborhoods, residents and children.	6/5/2020 7:00 PM

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689	These priorities are all related. Putting fair and just policing on par with crime prevention is the same thing.	6/5/2020 6:56 PM
690	Dedicate more training towards peaceful conflict resolution, nonviolent methods for apprehension and crowd dispersal and racial issues and biases. Develop clear guidelines for appropriate usage of force and work to hold officers accountable early for misconduct. Work to establish trusting relationships especially among communities of color. Work with social service systems to provide necessary care to those struggling with drug addiction, homelessness and mental illness instead of criminalizing them.	6/5/2020 6:52 PM
691	Local elected officials are responsible for providing a police chief that will uphold the laws, protective and serve the community. If they allow looting then they are not doing their job and should all be removed from office	6/5/2020 6:46 PM
692	Admittedly I don't completely know the policy right now, but I think all police should wear cameras that are on during all altercations. I think that police investigations must be investigated from outside of the police force to stop the bias, and I think that police should focus training more on deescalation. Also, tactics like choke holds shouldn't be used especially on unarmed suspects.	6/5/2020 6:46 PM
693	No	6/5/2020 6:43 PM
694	Have a zero tolerance for racially charged crimes committed by officers. Your officers are there to enforce the law, they are not above it. Too many of my friends and family have been racially profiled by Salem police officers.	6/5/2020 6:42 PM
695	Removing any and all police that racially profile, removing any and all police that fatally shoot an unarmed citizen, removing any and all police that belong to a group such as the alt-right, proud boys, kkk; listen to your citizens; listen to the community; be a PEACE officer not a riot instigator.	6/5/2020 6:28 PM
696	I'm concerned that SPD is a "good ol boys" club and show preferential treatment to people of their ilk (white men). I want SPD to respond to armed protestors more intensely than they do to peaceful protestors. I want SPD to prioritize recruiting minority cadets.	6/5/2020 6:23 PM
697	Fair and equitable policing has to be top priority, as well as putting in place and enforcing policies that keep officers accountable.	6/5/2020 6:21 PM
698	Ensuring the community's safety and rights. Investigating individual cases to protect and serve those in need. Your priorities are to serve the people and to protect the people.	6/5/2020 6:17 PM
699	Focus on community work	6/5/2020 6:08 PM
700	Train and RE-Train all employees on Cultural Diversity. Law enforcement officers should take the time to get to know minority groups, community members need to do the same. We are all adults, there are no more excuses for being ignorant! We need to be more responsible for how we treat each other and held seriously accountable for our behavior.	6/5/2020 5:59 PM
701	Gun proliferation is a huge concern.	6/5/2020 5:58 PM
702	No	6/5/2020 5:53 PM
703	You need a diversity and inclusion officer	6/5/2020 5:49 PM
704	Demilitarize, wear and use body cameras, stop racial profiling, stop harassing the homeless and encouraging citizens to do so (eg, horn honking), and be part of the communities you work in. We want community policing, not to live in a militarized zone.	6/5/2020 5:43 PM
705	Put more scrutiny on officers, increase diversity, hold officers responsible, focus more on serious crimes and less on minor offenses	6/5/2020 5:36 PM
706	Immediately implement the Eight Can't Wait policies. Stop showing favoritism for gun-wielding White men.	6/5/2020 5:36 PM
707	Body cams, 8 can't wait	6/5/2020 5:34 PM
708	Support for all communities members, especially POC.	6/5/2020 5:22 PM
709	The cooperation with and favoritism towards far-right organizations like the Proud Boys is reprehensible and has no place in policing. No officer who participated in such conduct should be considered for advancement; rather, they should be removed from the force.	6/5/2020 5:10 PM

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710	Implement 8 Can't Wait Protocol for the Police force. Make sure that ALL officers are briefed on situations so that they don't "appear to play favorites" as one officer said to the armed Proud Boys in front of Glamour Salon.	6/5/2020 5:05 PM
711	Don't give polite warnings to armed vigilantes (Proud Boys) shortly before a curfew is enforced. Have them go home instead.	6/5/2020 4:58 PM
712	I think buying the MRAP five years ago or whatever has led us away from Salem values. Just because military equipment is available at a discount price doesn't mean that there's a good reason to buy it. You should have invested in deescalation techniques instead of buying war zone equipment.	6/5/2020 4:54 PM
713	I'd like to see less violence, picking sides and just flat out getting rid of racial bias. No more double standards letting gun toting, self centered assholes make threats as a manner of protesting while beating down peaceful protests from black people	6/5/2020 4:54 PM
714	No excessive force, training on humanitarian topics and ending racist biases, positions where officers keep other officers in check so they are punished for crimes	6/5/2020 4:54 PM
715	NA	6/5/2020 4:53 PM
716	Don't hire a racist. Fire any officer with domestic violence record. Hold police accountable. You're not the military.	6/5/2020 4:53 PM
717	Non Violent police please	6/5/2020 4:53 PM
718	Focus on making people believe in "protect and serve" again, focus on community outreach and demilitarization.	6/5/2020 4:49 PM
719	-	6/5/2020 4:49 PM
720	What about no racist cops? Too much of an ask?	6/5/2020 4:42 PM
721	Enforced no tolerance for overuse of force or racial profiling	6/5/2020 4:34 PM
722	Education surrounding social issues is needed. De-escalation training is a high priority. I want a law enforcement who will engage and listen to issues from the community, and then change. Not just what the law enforcement thinks is just, but for the betterment of the community. Accountability for officers who do wrong, more than just a slap on the hand. Actual accountability.	6/5/2020 4:34 PM
723	Equal policing of white supremacist/armed citizens as rioters at protests. Officers MUST have body cams turned on, and badge numbers/names displayed at all times. More focus on de-escalation and trauma-informed training.	6/5/2020 4:29 PM
724	Budget responsibility (no more multi-million dollar buildings built in the most expensive part of town)	6/5/2020 4:23 PM
725	Make cops do additional training. The fact that barbers require more training is kinda disgusting so more training. Also maybe not tear gas and incite violence with peaceful protestors and then protect the "proud boys" who carry guns and receive no repercussions. They need to learn deescalation strategies. I think there are VERY VERY few reasonable reasons for cops to pull a gun and cops everywhere are "scared for their life" and pull guns whenever they feel like it. Honestly just defund the police and put the money back into the community. That would reduce crime.	6/5/2020 4:19 PM
726	I'm happy with how you handled the protesters. It doesn't seem like there was a ton of damage caused and they were allowed to speak their mind.	6/5/2020 4:19 PM
727	Ongoing training in diversity and BIPOC issues.	6/5/2020 4:18 PM
728	The following activities do not threaten public safety. Decriminalize these activities or de-prioritize their enforcement: Graffiti, Consumption of Alcohol on Streets, Marijuana or alcohol Possession, Disorderly Conduct, Trespassing, Loitering, Disturbing the Peace (including Loud Music), Spitting, Jaywalking, Bicycling on the Sidewalk.	6/5/2020 4:14 PM
729	No	6/5/2020 4:11 PM
730	Not aligning with white supremacist groups like the proud boys, on camera, telling them to act natural so it doesn't look like the police are picking favorites, aka saying they support white	6/5/2020 4:09 PM

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nationalist groups over people of color. Please stop also shooting your citizens with [Expletive] rubber bullets and tear gassing them while not doing anything about right wing radicals, armed to the teeth, moaning about how their inability to get a haircut is fascism.

731	N/a	6/5/2020 4:06 PM
732	The law needs to be applied equally and favoritism should be punishable by firing. Any incidents involving the death of an unarmed person needs to be investigated thoroughly and independent so police know that the law also applies to them.	6/5/2020 4:00 PM
733	Community education about laws, conflict resolution, and safety are not the sole responsibility of police officers. I get that enforcement requires a different set of skills than education and behavior change. Nonetheless, education helps decrease the need for responses that breed mistrust in the police.	6/5/2020 4:00 PM
734	Dismantle the entire racist department and fire everyone who bends over and grab their ankles for Proud Boys.	6/5/2020 3:58 PM
735	Do not allow your agency to be defunded or reduced by the mayor or governor	6/5/2020 3:57 PM
736	The Police Department should place a higher priority on educating all police officers on subjects including race. They shouldn't even become police offers if the abuse their power.	6/5/2020 3:55 PM
737	Demilitarization of police, along with further research and application of deescalation tactics.	6/5/2020 3:54 PM
738	1. No choke holds 2. De-escalation	6/5/2020 3:45 PM
739	To Protect and Serve the Community with respect and full transparency should be the top priority of the Salem Police Department and all its members and the entire Salem Police Culture.	6/5/2020 3:40 PM
740	When you encounter victims don't be so quick to draw your gun ask them to put their hands out to their side so that you can have a conversation. I'm not asking officers to put their lives in danger but I am asking them not to put the citizens in danger.	6/5/2020 3:40 PM
741	More training on de-escalating situations. Using guns/force/tasers as a last resort. Anti racism efforts. Reconsider management. Adequate punishment for racist policing.	6/5/2020 3:38 PM
742	It's imperative that the police be radically re-educated to eradicate white supremacy.	6/5/2020 3:37 PM
743	Hey! I'm a big fan of your department. Your priorities appear to be keeping the white supremacists safe which is great! Do you hate equality, or just love how bunker baby's [Expletive] tastes?	6/5/2020 3:34 PM
744	Review all polices under the scope of an Antiracist Lens, review and post racial data and improve outcomes, there are many tickets and arrests and your officers 'identify' what they think someone's race is and clearly Salem PD either don't know or that races come in a spectrum of colors and identify many Hispanic, natives, blacks, mixed races, And lighter tones as 'white' - is that to keep your self reported race numbers lower on incidences or pure ignorance on race? If it's that difficult to know then leave it blank or ask. If it is colorization and skin tone you are recording then do that and let the person answer race, assuming they can speak and are not injured.	6/5/2020 3:33 PM
745	Enforce code violations that are rampant through the city. Enforce speeding violations, people are NUTS, driving way too fast.	6/5/2020 3:31 PM
746	Steps in place so that police officers have to use various non lethal forms of detainment before drawing a gun.	6/5/2020 3:25 PM
747	Need to be informed equally. Must tell people what they are being arrested for.	6/5/2020 3:22 PM
748	continued education for police force on police brutality, profiling and other issues of justice	6/5/2020 3:18 PM
749	The Police Department should focus on being just, equitable, transparent about its practices and values. It isn't enough to get rid of cops who are out of line. Police officers are fraternized, as in they follow an honor code which in practice means defending one another at all costs, even at the expense of the rights and safety of people of Salem, and at the expense of the integrity of the institution as a whole. SPD should change police culture and have Equity, Diversity and Inclusion trainings that shouldn't be a single subject. Every training and action of the department should be guided by these values.	6/5/2020 3:14 PM

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750	The police department should always provide equal and respectful treatment to all citizens regardless of race, gender, religion, sexuality, and social status. Police officers should never cause harm to peaceful protesters and should never use harmful force against protesters. Police officers should put aside their own biases and political affiliations when helping the public - they should never provide preferential treatment to men and women who open carry weapons during protests and after city curfew because it matches their political ideals. The "Good Ol' Boy" mentality is dangerous and destructive - and any officer acting this way should be reprimanded.	6/5/2020 3:09 PM
751	Focus more resources on deescalation training, training officers on how to respond to various mental health conditions (esp. schizophrenia, autism, psychosis, etc that can cause people to refuse to comply and on trainings that combat racial biases. Please take a stronger stance against officers who use unnecessary violence	6/5/2020 3:07 PM
752	N/a	6/5/2020 3:01 PM
753	More emphasis and services should be engaged with Salem's large Latino population. Salem has made a ham-fisted effort in this regard. It is surface oriented and needs to go much deeper.	6/5/2020 3:00 PM
754	Reduction in the use of force and weapons. Assisting low-income communities with community outreach and support.	6/5/2020 2:59 PM
755	No.	6/5/2020 2:58 PM
756	Escalation of force should only be used in the most dire situations. Police officers should respond respectfully to demonstrators in all situations in which protestors are not promoting verbal or physical violence. Our minority communities matter, and the Salem Police Dept should focus on building positive relationships with the entire Salem community.	6/5/2020 2:57 PM
757	Enforcing more training before graduating new officers. Annual mental evaluations	6/5/2020 2:57 PM
758	Respect! Compassion! first contact with getting people services they need	6/5/2020 2:56 PM
759	It would be awesome to see more cops volunteering within communities. Especially with the most vulnerable populations. Get hands on experience that has nothing to do with being in power	6/5/2020 2:55 PM
760	Commitment to community accountability.	6/5/2020 2:55 PM
761	No.	6/5/2020 2:50 PM
762	NA	6/5/2020 2:48 PM
763	Priorities fair and just policing, addressing systemic racism and white privilege within the department, and invest in alternatives to incarceration including mental health and diversion.	6/5/2020 2:41 PM
764	Be more involved. Share a smile:	6/5/2020 2:38 PM
765	These should all be top priorities for the SPD. An important trait that was left out of this list was accountability. Not only should the chief of police be accountable for their actions, but their staff should be as well. This can be accomplished through body cams and repercussions for turning them off.	6/5/2020 2:37 PM
766	Maintain the professional demeanor and empathy that Chief Jerry Moore practiced for over 39 years. I value his excellent leadership. Thank you.	6/5/2020 2:37 PM
767	Ban Chokeholds and Strangleholds Require De-escalation Require Warning Before Shooting Require Exhaust All Alternatives Before Shooting Duty to Intervene Ban Shooting at Moving Vehicles Have Use of Force Continuum Require Comprehensive Reporting	6/5/2020 2:36 PM
768	Just make sure the Chief isn't a piece of [Expletive] that gives orders to give the Proud Boys (terrorists a heads up before gassing everyone. Would be appreciated.	6/5/2020 2:33 PM
769	De-Escalation, community outreach and support, getting rid of cops who have record of brutality or white supremacist leanings, all need to be top priorities.	6/5/2020 2:15 PM
770	Good, consistent training, equipment needs fulfilled, city council support, good wages/benefits to keep highly skilled police force.	6/5/2020 2:13 PM
771	Fire the officer who favored the proud boys.	6/5/2020 2:03 PM

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772	The department should be focused on community engagement rather than arrests leading to high recidivism when alternate means of helping suspects are available. Use of force should be unacceptable.	6/5/2020 2:02 PM
773	Not protecting Proud Boys	6/5/2020 2:02 PM
774	Need to have body cameras activated at all times. Need to not favor certain groups when it comes to allowing citizens to protest (i.e. video recording of police officer talking to white supremacists).	6/5/2020 2:01 PM
775	I think Salem PD does an excellent job of enforcing the laws and keeping the peace. If we allow the left-wingers to weaken the department's effectiveness through unreasonable rules, law-abiding citizens will become victims of lawless groups who seek to overthrow our system of government.	6/5/2020 2:00 PM
776	Don't play favorites with fascists while arresting other peaceful citizens	6/5/2020 1:59 PM
777	Funding should be substantially redirected from enforcing laws and placed in the peace-keeping efforts. Communities should be capable of mitigated conflict and solving issues together. The police SHOULD be experts in deescalation and share that with the community. They should NOT emphasized use of force or any sort of violent upholding of order.	6/5/2020 1:52 PM
778	Be citizens first, cops second. Adopt the British model.	6/5/2020 1:49 PM
779	Yes. One comment mentioned what police departments could to reform. New principals and practices. I think a new chief needs to agree to follow these and train officers im yhis new culture. I see officers who love near me who never interact with neighbors. Their social circle are all other officers. Their interest is extreme fitness regiums...weights, pulling heavy objects lots of push ups etc. I think if they spent time in other ways...as part of the community ad a whole...it would benefit them and me!! I wish our city would make carrying loaded or unloaded weapons of war not lawful in city limits. Surely if you can enforce a curfew thay takes away peaceful citizens right to walk a sidewalk then you can take away the right to stand on a sidewalk with a weapon of war. Which rights you uphold is interesting. Which has more potential for loss of life or extreme injury. This is what a new city police force and city council need to think about. Defunding the type of police force we currently have is about changing priorities.	6/5/2020 1:47 PM
780	Work on removing ties to white nationalists within the department.	6/5/2020 1:43 PM
781	Defund the police. Suspend Salem Police Chief Jerry Moore for his blatantly racist policies and inability to lead with compassion.	6/5/2020 1:42 PM
782	Transparency is missing from this list and it belongs here, not below, in my mind. Transparency isn't oversharing in ways that compromise internal affairs. Transparency is behaving in alignment with stated intent, being open about mistakes and paths to correction, and acting in ways that would pass scrutiny in the public eye even when you aren't aware you're in the public eye, so you could release something publicly (or discover it's release) after the fact and remain aligned with your stated ethics. It also means holding all staff to a higher standard and being open about mistakes and clear consequences when there's a breach.	6/5/2020 1:42 PM
783	Bring us sheepdogs and leaders. Not bias and wolves. Y'all need to do better, you're part of the problem. As a patriot you have let me and your community down. Be better. Do better.	6/5/2020 1:30 PM
784	Black Lives Matter. Your community is watching. Please remove officers who have complaints of using excessive force against community members from their positions. Our community will no longer tolerate the "few bad apples." We demand systemic police reforms. This will allow the good work that so many officers do for our community to shine.	6/5/2020 1:26 PM
785	Grade schools,policing areas that have high volume and people running stops signs in front of the schools,once when people were already in the crosswalk 😊	6/5/2020 1:23 PM
786	Train male officers to be better communicators and listeners, too many times the male officers are rude and bullies. More training is needed for officers to better handle mental health patients. Big issue is male officers acting like tough guys, bullies, no compassion for others.	6/5/2020 1:23 PM
787	please eliminate officers who visit social media and encourage hate and vilify people of color.	6/5/2020 1:23 PM
788	your chief should be ashamed	6/5/2020 1:21 PM
789	Engagement with minority communities and fair and equal treatment of all. Not preferential	6/5/2020 1:15 PM

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treatment for Proud Boys and their ilk.

790	-Reconsider WVCC consolidation -Greatly expand arrest diversion programs, especially for low level crimes and SRC violations. -Post policies online. -Expand collaboration with OSP, Keizer PD, MCSO, PCSO, etc. -Lose the thin blue line 'Us vs Them' attitude, if you want to be one with the community you can't seperate yourself from it. -Actually follow your pursuit policy, a stolen \$800 Honda isn't worth chasing until it crashes into a minivan full of kids. Sergeants need to do a better job enforcing this policy and terminating pursuits per policy; it's a lawsuit waiting to happen.	6/5/2020 1:12 PM
791	Please take the pledge to enact the #8CantWait Use of Force policies. The #8CantWait policies are simple, common-sense and would make our community safer. https://8cantwait.org/	6/5/2020 1:09 PM
792	Strong focus on racial justice and providing resources, rather than policing. The department leadership must understand systemic racism, have an articulated analysis of ways the police force can support vulnerable population without the use of force, or they need to be removed from a position where they are putting lives at risk.	6/5/2020 1:08 PM
793	Stop catering to special interest groups such as LBGBQTect. Apply law enforcement duties equally to everyone, no more favorites.	6/5/2020 1:06 PM
794	Yes, your survey erased responses. Nothing have to do with City of Salem government ever quite works rights, always bugs. Don't you troubleshoot anything before going active.	6/5/2020 1:06 PM
795	I would love to see new ideas about have police officers in schools. Seems like the students are not interacting with those assigned and therefore, not doing as much as the teachers and counselors and maintenance staff.	6/5/2020 1:01 PM
796	Bring back DARE. You have to engage the youth and help them learn about these topics, while engaging positively with the youth and communities as a whole. Tell the city management to spend money more wisely so these types of positive programs that actually make a difference can continue. Training, training, training. Train the way you want the job done, not the way it's always been done.	6/5/2020 12:52 PM
797	We need police to actually arrest the street people who are creating a dangerous situation in West Salem	6/5/2020 12:51 PM
798	I think it's very obvious Salem PD doesn't have everyones best interest in mind. Only if you're white and heavily armed will they treat you respectfully. I've only ever had negative experiences with Salem PD officers from threatening to shoot my dog to harassing me at The Brick. The whole department needs to be restructured and bad officers need to be let go.	6/5/2020 12:49 PM
799	Hire a person of color.	6/5/2020 12:47 PM
800	Work with, engage with, be seen with the following: neighborhoods Assoc., local community organizations i.e. Salem Leadership Foundation, Mano e Mano, NAACP, etc., and where young people hang out.	6/5/2020 12:47 PM
801	Amidst recent events, the Police, both locally and nationally, have given citizens no clear way of complying justly within Police protocol while still being afforded our rights as citizens. If we protest peacefully, we are punished via use of violent means: teargas, rubber bullets, arrests, etc. When protesters are provoked to the point of responding violently out of NECESSITY, to counteract the violent actions of cops, protestors are punished and FORCED in line twofold. There is no way for us to abide by any sort of "rules" that the police force is trying to impose on us. When it comes down to it, Police force is the only common denominator. The only possible way of compliance with the Police is if citizens, human beings, stay COMPLETELY silent and submissive, and don't step out of their homes to see the light of day. Since when has that been the role we as citizens must play? Since when was the role of a Police officer to FORCE citizens to comply with a set of rules that doesn't mean anything in the first place, because Police themselves are constantly breaking those rules? How can Police pretend for a second that their job is to protect citizens, when in the next second, they are witnessed SHOOTING citizens, rubber bullets or not, WITHIN THEIR PROPERTY? How is that a form of protection? How are we supposed to trust these actions and interpret them as being performed for our safety? The Police are the reason we are unsafe. The Police are the reason rioters are responding violently, because rioters and citizens alike were handled violently by Police. How are we supposed to respond? Again, when we don't respond, we're provoked. When we do respond, we're beaten into submission. This is how we feel. I am a White male. Black communities feel the fear that I feel tenfold. Why is it that all Black people feel unsafe walking	6/5/2020 12:47 PM

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out in their NEIGHBORHOODS of residence? How is that an example of living in a safe country, where citizens' safety is supposedly protected by Police? Nothing adds up. Police forces, locally and nationally, are somehow expecting a whole nation of citizens to play dumb. That is completely naive. We are not submissive. We are a country of human beings. It was never the role of the Police to be above the law, and to serve as forceful means of violently making people comply. When you ask me what suggestions I have about new Police priorities, I think this statement offers a pretty clear idea of where to start. Start by following up on your word to assist the SAFETY of communities. To do so through non violent means should go without saying, but you have given me a reason to make that distinction. How can you assist a community while violating all the rules you set for the creation of a safe community? If you want us to feel safe, listen to us instead of opposing us.

802	Cultural change to include training to not use unnecessary force, de-militarization, no tolerance for brutality, racism, or domestic violence committed by officers.	6/5/2020 12:45 PM
803	The Police Department should be focusing on moving away from racial profiling and discriminatory behavior. The apparent current priorities that the Salem Police hold at the moment are abhorrent. The police are meant to protect and serve the citizens, not harm and destroy.	6/5/2020 12:44 PM
804	I would like to see the edicts laid out in the https://8cantwait.org adopted by the department.	6/5/2020 12:44 PM
805	PLEASE!!!! Be aware how laws and the constitution are changed and executive orders are put in place,-putting the officers in the position of reinforcing a society of control instead of community. In Germany, many police officers turned literally into the Gestapo and Stasi during the last few weeks. Please continue giving us responsibility for our own behaviors!!! Our Governor declared war on a virus,-and my experience so far: you have NOT joined the war. Thank you!!!! Police, national guard etc. are the only people who have the power and control that your roles/positions are not turned into "tools of control/division/destruction". An elected leader will not go execute themselves what they are ordering others to do "in the name of safety/protection" Thank you for living/modeling your values in the midst of fear/panic driven "leadership"! Thank you for not creating a Nazi-Germany or China. Yes, as of 6/2/2020 police officers are ordered to remove healthy Germans from their homes when a health official suspects the person "having the virus" or is refusing to get tested. Lawyers and doctors have been locked up on psych units transported by police officers because they tried to speak up. And many neo nazis don't get prosecuted....	6/5/2020 12:43 PM
806	Police reform. Chief Moore's lack of interest or understanding around the Black Lives Matter movement is embarrassing. He's protecting officers like Sgt. Johnson, who are exactly the officials that have created this mess and will continue to stain the role of police officers in the community. The new Chief of Police should be relentlessly dedicated to getting rid of corrupt cops and should be an active, progressive ally to all People of Color in Oregon.	6/5/2020 12:40 PM
807	Forcing people to rank your actions positively to give feedback seems like an exceptionally stupid idea. Your priorities lie with Proud Boys and other armed racists in our streets, stop pretending they don't. In his statements, the chief of police pretended he cared about 1st amendment rights, which is laughable, because rights don't have time limits or gassing clauses. Strange how you tell the armed men in the streets that they should go inside, but gas peaceful protesting fighting for a legitimate cause, really makes me wonder. Clearly your priorities are askew because increasingly, people feel less safe in this town thanks to you. I know people that were unrelated and had to drive through downtown and got gassed for it. Does it seem weird to you that the "violent protests" were not the threat to the citizens using the roads they paid for? Definitely seems weird to me, maybe reflect on that.	6/5/2020 12:37 PM
808	Please consider better diversity and inclusion training. Salem has shifted to a more diverse population, yet the police force remains predominately white.	6/5/2020 12:32 PM
809	Implement 8cantwait.org use of force policies. Hold officers accountable for misconduct. I know not all cops are bad cops. Thats not enough. I want all officers to be "good cops" and keep each other in check. Our new Police Chief should have an exceptionally high standard of behavior and performance for our officers- those we trust to help us in the emergent and vulnerable moments. To protect us all. They should be beyond reproach because of who they are, not the job title they have. Otherwise, zero tolerance. Boot out the bad guys. Tech upgrades are needed in a lot of police departments and 911 centers, dont wait until it's insufficient to upgrade or youll end up in the same situation the unemployment office is in now	6/5/2020 12:30 PM
810	Comprehensive anti-bias and diversity training for officers and all department staff	6/5/2020 12:30 PM

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811	Have more in-depth de-escalaton training.	6/5/2020 12:24 PM
812	I'm not comfortable calling the Salem police, I don't think they take calls seriously unless there is a shooting. Once while I was followed home by a strange man in his car, I called 911 and was told nothing could be done, he probably already left.	6/5/2020 12:23 PM
813	Bias training; increased awareness regarding the needs of minorities, undocumented residents, and homeless population; more transparency both within the Police Department and with the community.	6/5/2020 12:17 PM
814	Salem needs a police chief who will lead the department away from militarization and use of force, support redeploying resources toward developing strong community relationships, and focus on service, rather than power dynamics.	6/5/2020 12:15 PM
815	#8CantWait	6/5/2020 12:13 PM
816	If these policies have not already been implemented, I recommend Salem PD: 1. Ban chokeholds and strangleholds. 2. Require de-escalation before using force. 3. Require officers to provide a verbal warning before discharging a service weapon. 4. Require officers to exhaust all other reasonable alternatives before using deadly force. 5. Impose a duty-to intervene policy (requiring officers to-intervene to stop another officer from using excessive force). 6. Ban officers from shooting at suspects in moving vehicles. 7. Establish a use-of-force continuum (grouping categories of force by tier, and restricting the higher tiers of force for the most extreme circumstances). 8. Require officers to report all uses of force, including threatening to use a firearm.	6/5/2020 12:08 PM
817	Enforcing laws that protect businesses and shoppers from vagrancy and violent homeless.	6/5/2020 12:03 PM
818	Demilitarize the police force and hold bad actor accountable	6/5/2020 11:59 AM
819	Not to hire chiefs of police that are KKK racists	6/5/2020 11:57 AM
820	Eradicate white supremacists from the Salem police force.	6/5/2020 11:49 AM
821	No	6/5/2020 11:48 AM
822	Stop taking people who are attempting to peacefully protest as such a threat. Be more concerned about the actual biggest terrorist threat the US is facing; white supremacists and Neo-Nazis. I have video of Salem police being so nice and considerate when speaking to White supremacists who are toting semi-automatic rifles and treating unarmed BLM like criminals.	6/5/2020 11:47 AM
823	Please try to be seen as our partners, not the bad guys. Please use kind words when unhappy with people. Please show empathy and love for the people of Salem while keeping the streets safe for my kids. ♥	6/5/2020 11:42 AM
824	The police department has failed to step up to the plate in managing the lawlessness associated with the steep rise in homelessness. As a business owner whose property has been deeply harmed by this issue, it is disturbing and distressing to see how poorly this issue has been managed.	6/5/2020 11:35 AM
825	Training Training Training! Training on how to deescalating a situation; Training on diversity; Training on Conflict resolution; Counseling Training; LGBTQIA Training	6/5/2020 11:34 AM
826	Ensure all officers are familiar with different variations of mental illness, and how to work with individuals who may be experiencing a psychological breakdown due to those illnesses	6/5/2020 11:29 AM
827	Really essential to get into the neighborhood. Especially, do your best to support and protect mentally ill and homeless.	6/5/2020 11:25 AM
828	Change policies that protect bad cops from their crimes.	6/5/2020 11:22 AM
829	Reduce the budget. Money could go to more community based and holistic organizations that don't promote violence against brown and black bodies. Get mental health and addiction professionals to respond to call instead of showing up with guns and harming people who simply need the proper help. Do better.	6/5/2020 11:15 AM
830	Arrest and lock up elected officials who are anti law enforcement and attempt to stifle citizens constitutional rights and thwart justice.	6/5/2020 11:10 AM
831	Not supporting white men with rifles in public but then deploying tear gas on Black protesters. And not defending your cops when they mess up/do racist things.	6/5/2020 11:09 AM

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832	Courage to discipline officers who do not show respect to all people courage to take heat from police union	6/5/2020 11:07 AM
833	As a veteran who served as an infantryman overseas, I feel as though better training is needed for officers if they feel this threatened by civilians. Police are generally well equipped, which is expected for their job and funding. However, there should never be a situation where an officer is acting erratic, on edge, and hurting people that they are supposed to be protecting and serving. While deployed, we go through monthly briefings on rules of engagement, escalation of force and any other new information that has arisen. We cannot even raise our weapons toward an enemy combatant until we are in imminent danger (being shot at. I had a tougher rules of engagement in a theater of war than any police officer has while at home, "protecting and serving" American citizens. Now I am not a police hater or anything, on the contrary I support them, when they are doing their jobs correctly. However the events in our day and age have shown me that the police may not deserve my support or respect. Now I, a Hispanic male, have never had any issues with Keizer PD, Salem PD, or OSP that come to mind, but that doesn't mean other POC have not. Just to end, if someone is actually reading this, let me see cops shooting bean bags at unarmed peaceful protesters in Salem/Keizer, and I will see the police as the enemy and continue my oath to defend my country against all enemies foreign and domestic.	6/5/2020 11:07 AM
834	Prioritize resources to prevent crime over punishing it, which includes housing, education, mental health & addiction support, de-escalation, rehabilitation & opportunity after crime. All officers should be required to read The New Jim Crow.	6/5/2020 11:04 AM
835	Picking favorites with FACISTS? What a [Expletive] disgrace! You need to be reformed before a person of color in this community is filmed being killed by one of you fat pigs!	6/5/2020 11:02 AM
836	I am severely troubled by the cheif's actions to accommodate and protect one group over another.	6/5/2020 11:01 AM
837	Prioritize hiring more people of different backgrounds, including people of color, sexual orientations and economic backgrounds.	6/5/2020 11:00 AM
838	Training all officers in community policing.	6/5/2020 10:57 AM
839	Con't. & enhance trainings on cultural sensitivity; root out protecting cops who show racial intolerance tendencies; recruit more people of color into law enforcement.	6/5/2020 10:55 AM
840	fire this idiot jerry moore	6/5/2020 10:54 AM
841	I'm disturbed by the video of the officer playing favorites with armed men, while tear gassing others.	6/5/2020 10:54 AM
842	The focus should be on getting to the know the communities and doing the hard work of getting to know the people. This isn't easy, but it is necessary for people to trust the officers. Priority should NOT be focused on assisting federal agencies like (I.C.E. because then you lose the trust of immigrant communities. Clear communication (in English and Spanish at least is also necessary. This can mean holding up pop up tents at the Saturday market, or knocking on doors introducing yourself to the community, going to community events and meeting the people, such and such. I would strongly prefer an evidence-based approach to priorities. I would like the police to focus on non-violence and deescalation- and recognize that a range of acts from pulling a gun to pulling someone over are violent acts. I would also like to see the following reforms enacted: banning chokeholds and strangleholds, banning shooting at moving vehicles, exhausting all alternatives before shooting, requiring that all use of force be reported, requiring a warning before shooting, requiring officers to stop another officer from using excessive force, and limiting the types of force and/or weapons that can be used to respond to specific types of resistance.	6/5/2020 10:52 AM
843	Reducing funding, redirecting funds towards unarmed mental health professionals who can answer calls they are more suited to	6/5/2020 10:51 AM
844	Many police responsibilities should be redistributed to groups outside of the police force.	6/5/2020 10:51 AM
845	Blatant favoritism has impacted your community. An apology that states "I'm sorry YOU felt that way" is not an apology. Action needs to be taken.	6/5/2020 10:50 AM
846	Meticulous data keeping/use of statistics to inform policy decisions. Especially regarding quality of interactions with communities and individuals of color Transparency and accountability. Close	6/5/2020 10:49 AM

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work with community partners that reflect a wide range of perspectives (not just downtown business owners to address the homelessness crisis.

847	I would like to see the Police responsible for fewer tasks, and more different types of people who are trained and qualified to deal with various problems: social workers, medical professional, and so on.	6/5/2020 10:47 AM
848	Vet and remove the white supremacists you have on your police force.	6/5/2020 10:47 AM
849	I want to put 1-3 on all of those priorities. I feel that some affect others...enforcing lawful and orderly conduct helps neighborhood quality of life and positive engagement with youth, for example.	6/5/2020 10:46 AM
850	Dismantle systems for racial bias. De-escalation prioritization. Training in non violent de escalation for officers. Examine inequity between hoe different ethnic groups are policed.	6/5/2020 10:43 AM
851	How about making "not playing favourites with neo-Nazis" a priority? How are minorities supposed to feel safe in Salem knowing that the police force that should be keeping them safe is instead teaming up with people who want to kill them?	6/5/2020 10:40 AM
852	more neighborhood presence as in a meet/greet getting to know the citizens rather than only coming around while in danger. Let people see the other side of police work and human side.	6/5/2020 10:35 AM
853	The current Chief and Dept is openly associating with, and even helping, white nationalists and their allies who come from out of town to start fights with peaceful residents.	6/5/2020 10:35 AM
854	Stop hiring white supremacists and also stop befriending and allowing white militias with weapons to hang out in the community.	6/5/2020 10:33 AM
855	No	6/5/2020 10:33 AM
856	The retiring officer should lose his pension	6/5/2020 10:30 AM
857	Yes! This is a video of the officer in action: https://www.reddit.com/r/PublicFreakout/comments/gx3dur/police_officer_tells_proud_boys_to_hide_inside/?utm_source=share&utm_medium=web2x What an absolute piece of human trash. Lending aid to instigating white supremacists in the midst of a peaceful protest leads me to push for this man be put away without retirement.	6/5/2020 10:30 AM
858	The Police will not be effective if no one trusts them. Apologizing when caught not serving the people and protecting criminals they align with means the force itself is now criminals	6/5/2020 10:29 AM
859	The tear-gassing of Salem citizens recently was out of proportion with the minor threat to officers. Seek opportunities to de-escalate whenever possible	6/5/2020 10:28 AM
860	Jerry Moore is a terrible police chief and your department should be ashamed of him for his response to the recent video that came out. He is a coward and a copout, and it is time for compassionate and unbiased policing instead of white supremacy.	6/5/2020 10:27 AM
861	Don't hire a racists. Have the strength to admit to their mistakes this department who lies about protecting white Supremacists during a protest despite being caught on video.	6/5/2020 10:25 AM
862	Please consider defunding, abolishing, and wholly reworking the policing system	6/5/2020 10:24 AM
863	More training. Stop beating POC.. stop beating peaceful protesters.	6/5/2020 10:18 AM
864	Regarding fair and just policing, it's important that all cops have body cams turned on during any interaction, and should receive punishment and/or an investigation if it's found that they left their body cam off during part of, or throughout an interaction.	6/5/2020 10:16 AM
865	If there are any good cops left GROW THE [Expletive] UP AND THROW THE WHOTE SUPREMACISTS OUT. Now that your brother there has showed all your [Expletive] and I suggest you oust all of them. Unless of course there wouldn't be anything left? Obviously in Salem, ACAB. Shameful behavior, shameful response. Cowards.	6/5/2020 10:12 AM
866	ACAB and my suggestion would be for the police to be abolished and replaced with educated people.	6/5/2020 10:12 AM
867	We need more police/police patrols. When I see one police a day, it's a surprise. When I see 2 it's awesome. When I see 3 or more I wonder who's been shot!	6/5/2020 10:08 AM

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868	First and foremost I want a police chief that doesn't protect officers who protect right wing malitias. One that dwont tear gas peaceful protesters. One that believes in community policing that want to demilitarize the police department. One that doesnt turn a blind eye to police abuse and let them hide behind unions to protect officer misconduct.	6/5/2020 10:07 AM
869	Shouldn't your top priority be to protect citizens? It wasn't an option in your priorities. You used tear gas with children present. Tear gas is considered a chemical weapon by the UN. You used a chemical weapon on children. Do you see how that looks? It's difficult to support the police when actions like this are taken.	6/5/2020 10:06 AM
870	You need to prioritize getting all of the White supremacists out of your police force. And the neo nazis. Chief Moore should be fired. We know commands have been protecting ARMED racists because they see them as their own. I saw the video of your officer (who should be fired.) gently talking to a group of ARMED proud boys saying his command (all should be fired) wanted to protect them. We see you.	6/5/2020 10:03 AM
871	In addition to the wellbeing and safety of all members of the community being of the utmost importance, I would like to see the police more involved in finding resources for the homeless community.	6/5/2020 10:03 AM
872	Proud Boys are Bigots who believe in a white ethnostate and in racial descrimnation, and that makes those who harbor and support them bigots as well.	6/5/2020 10:03 AM
873	Hold your officers accountable. When you release a statement that directly contradicts the reality captured in a video, you will lose all community trust - if you haven't already.	6/5/2020 10:00 AM
874	The PD must focus in on breaking down systemic racism.	6/5/2020 9:58 AM
875	Community relations and cross cultural training is imperative to fair and equity law enforcement.	6/5/2020 9:57 AM
876	Less systemic racism please !!!!!!!!!!!!! It is obvious that a large minority of police treat people differently based on their skin color and values/beliefs. I am sorry that there is even a thought that your department would treat some different than others too!!!!!! But overwhelming evidence exists.	6/5/2020 9:47 AM
877	Your department appears to be rife with white supremacists and their supporters. There must be removed immediately.	6/5/2020 9:47 AM
878	Make all current and prospective Salem Police officers take implicit bias training. Participate in a national database of abusive police officers and then honestly report your officers' behavior; commit to not hiring anyone who is on that database. Work with city agencies related to mental health, substance abuse to remove armed first responders as the first point of contact with residents who experience these issues. Stop colluding with Nazis. I'll get back to you if I think of more.	6/5/2020 9:46 AM
879	The police department should prioritize fair and just policing. Protestors who want equal treatment for people of color got tear gassed, and men with assault weapons got told "we don't want to look like we're playing favorites." This is disappointing.	6/5/2020 9:22 AM
880	Equity and social justice lens! Diversion programs for BIPOC.	6/5/2020 9:21 AM
881	The Salem Police is racist (collaborating with the Proud Boys, a history of stop and search) and takes unlawful action. Defund them and invest in comprehensive, specialized programs for the enrichment of the community - is this the image Oregon's capital wants to send? Racist, useless, mean? Because it is the one you are putting into the world.	6/5/2020 9:11 AM
882	Defund the police department, work on demilitarizing police department	6/5/2020 9:07 AM
883	There needs to be stronger relationships built between police and the community. Non-Bias training must be mandatory.	6/5/2020 9:04 AM
884	Preventing crime - law and order - follow the rule of law. Protect citizen's rights	6/5/2020 9:03 AM
885	Do better, Be better, Learn the lessons from LAPD: https://thehill.com/homenews/state-watch/500967-lapd-commission-gets-bashed-by-callers-during-zoom-meeting-i-yield-my	6/5/2020 9:02 AM
886	While response time is important, I would rather see community outreach and Time,Distance, and Cover training as a main focus for our police. I want our officers to be citizens of the community, not nameless badges of unknown officers. This might mean time not issuing traffic tickets so the officers can meet and greet.	6/5/2020 8:59 AM

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887	Great job	6/5/2020 8:57 AM
888	No	6/5/2020 8:53 AM
889	All officers required to have body cams on when interacting with the public. It's the only way to help be transparent so that civilians don't write their own story.	6/5/2020 8:49 AM
890	Reinforce community trust. What will we learn from the death of George Floyd?	6/5/2020 8:47 AM
891	Being fair and just with everyone and building positive relations with the community's youth are key to making Salem a place to live where we all feel safe.	6/5/2020 8:43 AM
892	I believe that our city needs to focus on implicit bias training. I believe that there is built in bias against minority groups and also liberal groups. While armed white men are given unfair advantages. Right now they appear to have a limited understanding on how to handle a progressive landscape. They want to be part of good but I worry they need to seek outside resources to help them.	6/5/2020 8:41 AM
893	Can you hire people that aren't brutal, violent thugs that support Nazis like the Proud Boys.	6/5/2020 8:40 AM
894	Police departments should be replaced with a community based approach to public safety. Police are given too much power and not enough therapy or diversity training. The police have shows themselves to be a harmful paramilitary, which should not be what they do. Police should also not have access to tear gas. People need to talk to each other, not blindly be violent towards the citizens they are supposed to protect.	6/5/2020 8:34 AM
895	Enforce all constitutional laws equally. One person's rights end where they encroach on another person's rights.	6/5/2020 8:29 AM
896	Adopt the 8 strategies for police reform. Hire more POC	6/5/2020 8:29 AM
897	I believe that the Police Department needs to take a serious review of its use of force policies and take drastic measures to reform these policies. Additionally, I would like to see more positive engagement with our youth and relationship building, as a means of preventing youth from entering the school to prison pipeline. Finally, I would like to see the PD promote and embrace restorative justice practices.	6/5/2020 8:26 AM
898	Reduce the us vs. them mentality and understand your role is to help the community.	6/5/2020 8:24 AM
899	To make records public. I feel complaints being filed by the public to police officers should be made public.. Transparency is key and will help the department take care of issues as they arise. I am reading up on constitutional policing Protection every citizens civil rights along with community policing a combination which if already in place in Salem should continue with a new chief of police. I do not believe in racial profiling, i do not no if it exists in salem, but if it does it would need to be addressed.	6/5/2020 8:24 AM
900	social media needs to be better. not good at telling public what is going on.	6/5/2020 8:21 AM
901	Salem PD needs to tackle its white nationalist cop problem. Coordinating with armed white supremacists is shocking, but to anyone who knows Salem PD, not surprising.	6/5/2020 8:14 AM
902	no	6/5/2020 8:11 AM
903	Social justice and anti-racism	6/5/2020 7:53 AM
904	The Salem police department has expressed a disturbing lack of car nor empathy for the people whom they police. Stop teargassing peaceful protestors. Defund the police. Abolish the police. Acab.	6/5/2020 7:51 AM
905	Stay away from the youth and stop patrolling poor neighborhoods. You're peace officers not an occupying force. You would do well to learn the difference.	6/5/2020 7:51 AM
906	Prioritize training of officers to work with and for diverse populations. Zero tolerance for racism, excessive force, or violence on or off the clock	6/5/2020 7:50 AM
907	Resign. Your purpose is illegitimate, and your time is over.	6/5/2020 7:47 AM
908	disband the police department https://twitter.com/Satellit3Heart/status/1268863536299675648	6/5/2020 7:42 AM
909	Greg Anderson would make an excellent candidate	6/5/2020 7:41 AM

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910	ENFORCE the laws (homeless, violent protesters).	6/5/2020 7:36 AM
911	Your priorities, like many departments, are backwards. You care more about enforcement and crime prevention than anything to do with the community you live in, let alone anything that actually prevents crime in lieu of rounding people up.	6/5/2020 7:35 AM
912	8cantwait.org Please have better checks and mental health evaluations and bias/prejudice prevention training for police officers.	6/5/2020 7:33 AM
913	I would like to see neighborhood patrols return. I see too many police cars parked for long periods, around town, with officers inside.	6/5/2020 7:31 AM
914	Demilitarize the polize	6/5/2020 7:07 AM
915	Chief needs to listen and bring community together	6/5/2020 6:50 AM
916	What does 'fair and just' mean to SPD? What is SPD doing to counteract implicit bias?	6/5/2020 6:43 AM
917	More diversity on the police force. We need more non-whites; Native Americans, Blacks, Hispanics, Asians on the police force. Encourage youth from minorities to become involved/	6/5/2020 6:33 AM
918	The recent attacks on peaceful protesters shows that Salem police have a long way to go to rooting out the fascist racist core of the police force. Do better.	6/5/2020 6:27 AM
919	Body cameras, racial bias training, discipline for brutality, not favoring white supremacists with guns over peaceful protestors, outlaw teargas.	6/5/2020 6:22 AM
920	Your first goal needs to be flagging police officers to who use excessive force and finding a way to prevent that from occurring. Train your officers to have integrity and to do the right thing.	6/5/2020 6:16 AM
921	No	6/5/2020 6:16 AM
922	No more white supremacy in the police force. No more protecting officers who side with the white supremacists.	6/5/2020 5:37 AM
923	The blatant favoritism towards a particular race should stop and when an officer shows that favoritism there should be some sort of actual punishment not just a talking to. The lack of support when people of color are attempting to exercise their first amendment is inexcusable.	6/5/2020 5:08 AM
924	None that I can see. You are doing a great job in my book.	6/5/2020 4:45 AM
925	no	6/5/2020 4:03 AM
926	Defund the Salem Police and give your jobs to social workers who don't shoot unarmed people and get a kick out of inflicting people.	6/5/2020 3:31 AM
927	Please stop favoring far right groups	6/5/2020 3:21 AM
928	Better and more compassionate handling of the homeless population	6/5/2020 3:20 AM
929	I think that Salem PD is a great department. What I would hate to see is to have an outsider come in and change that.	6/5/2020 2:30 AM
930	no profiling	6/5/2020 2:30 AM
931	#8cantwait should be swift and top priorities with the current wave of events. Do your part to end police brutality.	6/5/2020 2:25 AM
932	Proper and effective less lethal training	6/5/2020 1:43 AM
933	They should adopt the "8 Can't Wait" policy platform put forth by Campaign Zero.	6/5/2020 12:28 AM
934	The current policing plan is not working. Police need to be accessible to the citizens. Police need to show more interest in the citizens than in their new building and giving each other awards.	6/5/2020 12:06 AM
935	To take steps to address any potential areas of improvement in terms of racism or abuse of power	6/4/2020 11:37 PM
936	Let EMTs or mental health professionals respond to emergencies first. They don't have guns and are more approachable. Let them call police if they need help.	6/4/2020 11:34 PM
937	Sell your military hardware, as a start.	6/4/2020 11:33 PM

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938	I think you guys should all [Expletive] off.	6/4/2020 11:31 PM
939	Having done a number of ride-alongs with SPD, I have seen our officers do an amazing job of prioritizing during the course of a shift. Priorities change based on needs.	6/4/2020 11:31 PM
940	Partnerships with community resources to strengthen cooperation and trust	6/4/2020 11:27 PM
941	I think our current Police Chief has done a good job handling what has been dealt to him. He has made some mistakes but who hasn't. I think the bigger blame lies with Governor Kate Brown. They asked for help and she did nothing.	6/4/2020 11:25 PM
942	The police need to make the worst crimes a top priority followed by crimes against kids.	6/4/2020 11:25 PM
943	Held build strong communities by being active and present as part of them in order to bolster our youth and reduce crime through neighborhood pride and a sense of pride in Salem.	6/4/2020 11:23 PM
944	Racial bias training on a yearly basis, de-escalation and crisis training quarterly, building positive relationships with communities of color and the homeless population, not providing special treatment to white supremacist groups who menace the capital	6/4/2020 11:23 PM
945	Fund mental health crisis response team, diversify the force and conduct regular anti-racism & nonviolence training for officers	6/4/2020 10:56 PM
946	Make officer training in nonviolent communication and deescalation your top priority. This trickles down to all levels, from suburban neighborhoods to our homeless neighbors. Officers must be accountable to their community.	6/4/2020 10:55 PM
947	Be heroic. Don't put your safety as your first priority. But the safety of citizens that may not be behaving in an orderly way for any number of reasons that do not involve physically harming officers. Have compassion. Defuse, deescalate. Give dignity.	6/4/2020 10:54 PM
948	The priority should be to keep people safe and to always come from a place of non violence and confidence to do the right thing	6/4/2020 10:51 PM
949	More engagement	6/4/2020 10:49 PM
950	Defund the police department and redirect resources in a way that benefits the entire community.	6/4/2020 10:46 PM
951	I'd like to feel like someone cares about theft & drug dealing/use which are closely related. There's no deterrent to theft or drug use if there are no real consequences.	6/4/2020 10:43 PM
952	In light of recent events I would suggest a review of the use of force policies and if it needs adjusted put out a corrective action plan.	6/4/2020 10:41 PM
953	BLACK LIVES MATTER. NO JUSTICE, NO PEACE.	6/4/2020 10:33 PM
954	I just hear that response or lack of response is an issue in Salem	6/4/2020 10:33 PM
955	Focus on creating trust, many people don't trust the police	6/4/2020 10:33 PM
956	Officer education around diversity, equity, and inclusion. Community relations and relationship building. Being good humans.	6/4/2020 10:33 PM
957	Thank you for your daily efforts to serve this community. You have our support.	6/4/2020 10:32 PM
958	Id like to see the police department have a stronger connection with the community and use more fair policing especially in light of recent events	6/4/2020 10:28 PM
959	Though there have been statements against racism, the SPD employs policemen who have been caught on video normalizing racist viewpoints. Priority number one is TRAINING and high expectations from officers and holding them ACCOUNTABLE for negligence. Everyone is stressed, let's not hide behind an excuse of "stressful" job when this is a profession you CHOSE. Conduct yourselves in a more inclusive manner and hold EACHOTHER accountable.	6/4/2020 10:23 PM
960	Enforce on homelessness crimes. Break ins on properties by homeless drug addicts	6/4/2020 10:21 PM
961	Please consider implementation of the 8 can't wait, use of force policies	6/4/2020 10:21 PM
962	Focus on REAL crime, not petty traffic or parking issues.	6/4/2020 10:20 PM
963	I'd like to see the police department represent the community they serve. If anything be more	6/4/2020 10:18 PM

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	diverse. I want young POC in positions of power.	
964	Community first, with a strong social contract the police can better serve their community	6/4/2020 10:17 PM
965	I feel that any interaction can build relationships with police, whether it's solving a crime, pulling someone over, or participating in a community event. The officer's attitude and wording go a long way, and leave lasting impacts in the community.	6/4/2020 10:15 PM
966	Stay strong stay safe! We support you!	6/4/2020 10:14 PM
967	Address and acknowledge the systemic issues America faces	6/4/2020 10:14 PM
968	The home,ess	6/4/2020 10:14 PM
969	Establish and retain a solid expectation of integrity. Provide officer support for PTSD and coping. Ensure leadership and internal affairs are sound and actively monitor for systemic intolerance, imbalances or disregard.	6/4/2020 10:10 PM
970	Police neighborhoods more and support community youth and children including foster and adoptive kids who are afraid of police.	6/4/2020 10:00 PM
971	Diverse perspectives/ valuing cultural and ethnic differences	6/4/2020 9:56 PM
972	Mandatory de-escalation training, diversity on the workforce, non-discriminatory policing,	6/4/2020 9:52 PM
973	Control crime in the neighborhoods.	6/4/2020 9:46 PM
974	Salem Police are full of officers with integrity and professionalism. It is a fantastic police department.	6/4/2020 9:46 PM
975	Educated and antiracist about structural racism	6/4/2020 9:37 PM
976	Anyone witnessing an officer choosing escalation instead of de-escalation should be reprimanded. Any officer seen using excessive force as their first option instead trying de-escalation tactics first should be fired immediately. Any officer seen not acting on preventing another officer from practicing these unethical practices should also be reprimanded or job terminated depending on situation. The police department should not use militia gear and weaponry period. Their job is to seve and protect their community. Leave the militia stuff for the military.	6/4/2020 9:37 PM
977	I think the biggest priority is recognizing the needs of a growing and expanding city. Priority should be on building strong relationships, healing, and thinking outside the box.	6/4/2020 9:36 PM
978	None at this time	6/4/2020 9:34 PM
979	Extensive anti racism training.	6/4/2020 9:34 PM
980	Break the divide between the police force and the community. Show people you are a resident and are here with them better, community relations are at a low right now. 6/4/2020	6/4/2020 9:29 PM
981	No	6/4/2020 9:24 PM
982	Salem had a homeless population allowed to live in our shopping district, then COVID 19 closed those stores And then rioters try to vandalize and loot these same stores. Maybe enforce the laws equally. If I poop on a sidewalk in a shopping area, I will be fined or arrested. If I vandalize or steal, I will be arrested. How about a commitment to not let certain groups get away with crime?????	6/4/2020 9:18 PM
983	My rights are just a terms of service on a piece of paper. [Expletive] off.	6/4/2020 9:16 PM
984	Honesty and integrity	6/4/2020 9:12 PM
985	Stand with the protesters, understand they are coming from a place of pain, and hold your own to the highest degree of accountability.	6/4/2020 9:11 PM
986	Improving investigations into Sexual Assault and Domestic Violence. Too often someone reports a sexual assault and they are told a detective will be in contact but never hear back again.	6/4/2020 9:06 PM
987	Maintain a safe and comfortable community so residents can enjoy and support the shops, restaurants, parks, etc. As a life long resident it saddens me to see crime creep up as well as transients issues get out of hand.	6/4/2020 9:02 PM

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988	Follow protocols on everything, which means more then one cop for every call or else mistakes are made which means suing	6/4/2020 8:58 PM
989	They need fair and equal civilian oversight to evaluate complaints against officers. At this time, it seems that police departments are having difficulty providing unbiased policing of their own. I have lots of comments but don't want to be too broad here.	6/4/2020 8:46 PM
990	Increase funding for internal affairs.	6/4/2020 8:42 PM
991	It's a hard job you guys have, especially right now. Good luck	6/4/2020 8:38 PM
992	Always ensure if someone is being detained and while in police custody they are able to breathe.	6/4/2020 8:38 PM
993	Enforce all the laws,not just the politically correct ones	6/4/2020 8:33 PM
994	Being of service out in the community is of great importance.	6/4/2020 8:27 PM
995	Screen the police applicants better and get an outside committee to decide if a bad cop has to go	6/4/2020 8:27 PM
996	Please don't pick a chief on gender or race	6/4/2020 8:25 PM
997	Accountability through required always on body cams Immediate dismissal for turning them off and covering badge #	6/4/2020 8:19 PM
998	Partnering with crisis intervention specialists needs to be prioritized	6/4/2020 8:18 PM
999	Racial profiling, homeless control, gang control. There is too many issues to mention	6/4/2020 8:15 PM
1000	I'd like to see Salem PD adopt the "8 Can't Wait" you can find more info at 8cantwait.org These 8 policies have been proven to reduce crime by 72%	6/4/2020 8:06 PM
1001	Please expand de-escalation training. Please train officers on the importance of understanding and deconstructing racial bias. Please make the use of body cams a requirement for all on-duty police officers, if it is not already.	6/4/2020 8:06 PM
1002	A de-escalation plan for those you may think you need physical force with that includes steps and escalation processes that avoid using force when possible. Fair enforcement of laws and fair citations.	6/4/2020 8:05 PM
1003	Yes. There should be a community-based review board to look at concerns or complaints about police behavior	6/4/2020 7:57 PM
1004	Add to the number of officers in the department. Focus on officer wellness.	6/4/2020 7:56 PM
1005	I want everyone to respect officers because they trust them. And I want officers to be able to trust and respect the people they serve. I see the police playing a critical role in building and nurturing safe and healthy communities. Also very interested in this project: https://8cantwait.org/	6/4/2020 7:49 PM
1006	No	6/4/2020 7:46 PM
1007	I don't see a lot of community outreach.	6/4/2020 7:39 PM
1008	A complete overhaul of officer deescalation training is needed. A large percentage of U.S. citizens do not trust the police or feel safe interacting with them. To change this, Salem Police Department must prioritize the preservation of human lives, using force only under extreme, objectively life-threatening circumstances. But it will take much more than that. Officers must be closely monitored for ANY sign of racial profiling or unwarranted physical aggression. When incidents of this occur, permanent removal of the officer must be immediate. The police must be policeable by the community - the power structure must be equalized. All police brutality must end now. "Neighborhood quality of life" sounds suspiciously like "no homeless people." I know that homelessness is an increasingly challenging issue in Salem and across the state. However, I urge the Police Department to continue approaching homeless concerns with the lens that these are human beings who are struggling, often financially and mentally, to survive. The intent should be to protect these vulnerable individuals from harm, rather than sweep them under the rug for the benefit of residents who might be offput by the mere presence of homeless people.	6/4/2020 7:37 PM
1009	Screen current officers and new recruits thoroughly! Especially for implicit racial profiling and	6/4/2020 7:37 PM

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prejudice so we don't have any more unjust arrests and deaths. If anyone is deemed to show any form of racial prejudice / racism then they are not eligible for the position. Along with continuous training and knowledge of the law. Maybe, set up classes every month or so with Willamette Law so the officers know what they are doing. What is legal and what isn't.

1010	More required programs and classes to help identify underlying biases and prejudices.	6/4/2020 7:37 PM
1011	Thank you for your service. We all have internal bias - I know I do. As people who can lawfully kill someone - It is imperative that you become our leaders and teachers on how to overcome bias and end racism. One of the keys to this will be to continue to diversify the police force.	6/4/2020 7:35 PM
1012	Traffic. Enforcement	6/4/2020 7:32 PM
1013	Please don't hire someone from outside the department that will change the current culture.	6/4/2020 7:31 PM
1014	No	6/4/2020 7:30 PM
1015	Ensure all officers have links to other neighbor departments to share intelligence.	6/4/2020 7:27 PM
1016	Arrive when you're called and don't make things worse.	6/4/2020 7:26 PM
1017	The people of this city need to have more of an input on how things are ran. Officers need to be unbiased. A trusting and respectful relationship between the officers and the community will only happen if and when you hold all of the people who work in the police department accountable for their actions.	6/4/2020 7:24 PM
1018	We must police equitably and fairly. No nepotism, no cronyism and no racial disparity.	6/4/2020 7:23 PM
1019	No	6/4/2020 7:20 PM
1020	Police department looks like the community in terms of diversity. Independent investigations when concern of misconduct. Mandatory Community Service/Engagement Adopt the 8cantwait policies from Campaign Zero Prioritize Deescalation techniques Continued Training on Mental Health In the Community Require Officers to have a monthly debrief/appointment with a mental health therapist. Increase Social Worker presence in Law Enforcement	6/4/2020 7:19 PM
1021	Reaching out to all neighborhoods, equally policing all neighborhoods.	6/4/2020 7:13 PM
1022	Actually show up to 911 calls	6/4/2020 7:13 PM
1023	We need more police officers. Our population continues to grow but our number of officers stays stagnant.	6/4/2020 7:09 PM
1024	Training training training! Constant refreshers and making sure officers are fair, courteous, and consistent	6/4/2020 7:05 PM
1025	So far, the Salem police seem to be doing quite well. I would like them to be tough on anyone who harms another person or their property, especially rioters.	6/4/2020 7:03 PM
1026	Commit to zero police killings of unarmed civilians. Zero.	6/4/2020 7:00 PM
1027	Don't overly police, just be there for us when we need you.	6/4/2020 6:54 PM
1028	Can we please get rid of all of the racist cops?	6/4/2020 6:51 PM
1029	I think the police have a serious image problem that stems from a system that prioritizes those willing to follow orders and conform over those willing to speak for what's right. My dad is in corrections and I've grown up around cops. The attitude of entitlement is an issue. Police officers are public servants. They've forgotten that.	6/4/2020 6:50 PM
1030	De-escalation training and de-militarization. Adopt the 8cantwait.org policies. Ongoing implicit bias training. Diversification of the racial make up of the department.	6/4/2020 6:47 PM
1031	Engage the people - talk with them know their stories.	6/4/2020 6:46 PM
1032	Equity. Nonviolent de-escalation tactics. Focus on minorities/underserved population	6/4/2020 6:46 PM
1033	Focus on incorporating these 8 policies: 1. Ban chokeholds and stranglehold's 2. Require de-escalation 3. Require warning before shooting 4. Exhaust all alternatives before shooting 5. Impose a duty to intervene code between those in the police force 6. Ban shooting at moving vehicles 7. Require all force be reported 8. Establish a use of force continuum. #8cantwait www.8cantwait.org	6/4/2020 6:44 PM

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1034	Make sure the police are being reviewed regularly for their conduct and appropriately action taken when they are using their power for evil.	6/4/2020 6:44 PM
1035	No	6/4/2020 6:43 PM
1036	Reducing funds for the department that could instead go to social services. Getting rid of police presence in schools.	6/4/2020 6:40 PM
1037	Police reform, there need to be stricter punishments for racism and more diversity training. There also needs to extensive background and social media searches for every cop done.	6/4/2020 6:38 PM
1038	n/a	6/4/2020 6:36 PM
1039	Remove the white supremacist supporters from your roster	6/4/2020 6:30 PM
1040	I would prefer more of an emphasis on stopping jaywalkers. It is a scourge and so dangerous, especially downtown.	6/4/2020 6:29 PM
1041	I feel as though positive engagement with youth and good community relationships are very much a large part of crime prevention.	6/4/2020 6:26 PM
1042	Enforce the curfew! The commie protesters must be held accountable! Do not harass private citizens exercising their 2nd amendment fidget defending their businesses! Arrest all protesters, or don't bother enacting curfews.	6/4/2020 6:20 PM
1043	No	6/4/2020 6:14 PM
1044	Not at this time	6/4/2020 6:12 PM
1045	Change it all.	6/4/2020 6:10 PM
1046	Consistency in law enforcement that does not change based on national media stories	6/4/2020 6:07 PM
1047	Keeping our neighborhoods safe and protecting our God given rights are very important! Our freedoms must be protected.	6/4/2020 6:05 PM
1048	Thank you for your dedication & for protecting our city.	6/4/2020 6:05 PM
1049	Try to engage communities in the city, especially underserved/minority.	6/4/2020 6:04 PM
1050	Hard to rank the above they are all critical, keeping our communities safe, communication and trust is critical to me.	6/4/2020 6:04 PM
1051	Select prospective candidates based on proven work performance at their prior agencies, their prior proven ability to manage an agency the size & complexity of Salem PD, and the desire to continue to maintain all that has been accomplished in making Salem PD one of the premier law enforcement agencies not only in Oregon but in the US. DO NOT turn this into a "search" for a candidate to check one of the boxes like color, race, sexual identity or any other factor that has nothing to do with a person's ability to do the job. If you find a clone of Chief Moore and he's a green Martian in a committed relationship with his spaceship, I don't care as long as he foes the job. Don't settle for a candidate that cannot jump right in and run the organization properly right from the start. There are way too many issues facing the agency at this time that require a qualified, experienced leader, not someone who will grow into the position but will check your politically correct boxes.	6/4/2020 6:02 PM
1052	I have only had 1 ticket in my life and while the cop seemed heartless while tears where pouring down my face I know he was there to do a job. I feel no angry towards him or any police. Police men and women put their lives on the line every day so that we may feel safe knowing we can call if needed. I feel the no matter what you do there is always going to be someone unhappy. As long as you do things that are right then that is all you can do. Thank you to each and everyone of you!	6/4/2020 5:59 PM
1053	Please do not allow the BLM campaign to distract from overall come prevention. Police fairly but reduce crime and do not allow this city to be terrorized by violent agitators as is happening in Portland and elsewhere.	6/4/2020 5:59 PM
1054	Ensure body cameras are on for all calls. Ensure reports after all instances of police violence, restraint, or force. Ensure that all races are treated fairly but ensuring that all WHITE people are also charged for traffic, drug and petty charges. Don't allow the people with guns to hang out downtown and not enforce curfew on them. Ensure police trainings that focus on mental health	6/4/2020 5:56 PM

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response. FOCUS ON OFFICER BURNOUT. Ensure they are cared for with counseling, mentors, training on handling their emotions and how not to bring their work stress home to their family.

1055	#1 priority - police conduct accountability initiative	6/4/2020 5:55 PM
1056	LISTEN to the community, and strongly support Constitutionally guaranteed rights before all else.	6/4/2020 5:55 PM
1057	Inform the entire PD on ALL policies. So that EVERYONE knows what is going on. And realize that this is a blue state and city.... so perhaps cracking down on crazy racist gun nuts	6/4/2020 5:52 PM
1058	Protect the law abiding citizens first and foremost. All criminal activity and criminals should be dealt with the utmost priority.	6/4/2020 5:51 PM
1059	Provide additional training on deescalation. Treat all citizens fairly and there should be consequences for police actions that are favoring certain citizens.	6/4/2020 5:50 PM
1060	I think at this time in our community there is a large divide. Of people who think supporting police and asking for honest and accountability can not be one together. I value the work police officers do. But I also know that there are injustices and prejudice are imbeeded in America. I'm not asking for SPD to fix this or for the new chef to do this all on thier own..but that means opening up discussion with the community. Being herd accountable for thier actions. Hiding and denying the prejudice and double standers that exist is not the way to go about it. Also a bilingual chef in either American sign language or spanish.	6/4/2020 5:50 PM
1061	Ban chokeholds + strangleholds. Require de-escalation. Require warning before shooting. Exhaust all alternatives before shooting. Duty to intervene. Ban shooting at moving vehicles. Establish use of force continuum. Require all force be reported. - 8cantwait.org	6/4/2020 5:49 PM
1062	Do everything you're not. BLM	6/4/2020 5:47 PM
1063	Police reform needs to happen. NOW! Diversity training. More of it. Do not let Salem become Minneapolis.	6/4/2020 5:42 PM
1064	Sorry, but I'm confused, question #1 says to rank EACH priority on a 1-8 scale but the survey only allows me to rank them as a list from 1-8, so there is only one #1, one #2, one #3 etc. Per the instructions I should be able to rank each priority any number I choose even if I already used that same number to rank another priority, e.g. I want to give several priorities an 8 but the system only allows me to use "8" one time.	6/4/2020 5:41 PM
1065	BLACK. LIVES. MATTER.	6/4/2020 5:33 PM
1066	High employee morale	6/4/2020 5:29 PM
1067	Be more like firefighters	6/4/2020 5:25 PM
1068	Please consider additional training in equity and dealing with marginalized populations.	6/4/2020 5:24 PM
1069	Enforce existing laws, like no camping on sidewalks or in parks.	6/4/2020 5:23 PM
1070	I want a chief who prioritizes peaceful, community-oriented policing, with plans for de-escalation reform.	6/4/2020 5:17 PM
1071	Hire outside of the system	6/4/2020 5:13 PM
1072	No	6/4/2020 5:12 PM
1073	Continuing education on constitutional rights/responsibilities both federal and state as well as most commonly enforced statutes.	6/4/2020 5:11 PM
1074	Need better diversification of workforce reflected of changing of community from medium to larger soon to be 200,000 plus hub City.	6/4/2020 5:10 PM
1075	Do better.	6/4/2020 5:08 PM
1076	Salem has become a disgusting, dirty, and crime filled city. In the last few years Salem has been more lenient on livability issues such as homelessness and property theft. The people stealing cars, or anything short of a residential burglary are arrested and released shortly after with a court date that they will never go to. They will go to jail on a warrant over and over again and never see a jail cell more than over night. The homeless camps are full of stolen property,	6/4/2020 5:07 PM

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feces, needles and all around crime and public health issues. Salem used to be a nice city. But is becoming just like Portland and Seattle to where those breaking laws and creating an unsafe community have more rights than those who are actively attempting to better the city. The majority of the homeless do not want the help offered. The majority of the small property theft is being done by the homeless. The other crimes are groups of criminals and gang members that need to have real punishments for their crimes.

1077	Officers engaged in recruiting home grown people of color to consider becoming an officer.	6/4/2020 5:01 PM
1078	The main priority of the Police Department should be to connect and listen to community leaders about how to effectively unlearn racism, sexism, classism, and homophobia. Allocation of money shouldn't go towards gearing up our police officers in a militarized fashion but should instead go towards educational seminars for officers on the very real inequalities that many minorities within our own communities face, on mental health care, and the disparities of domestic violence and sexual assault within our community. There should be training on proper de-escalation methods and how to properly care for situations when a mental health crisis is occurring. Furthermore, there should be clear communication with the public about when the misconduct of an officer is reported and honest disciplinary actions should be taken.	6/4/2020 5:00 PM
1079	Address racism in our police ranks from administration to bicycle officers. Stop condoning it by creating task forces to study it.	6/4/2020 4:56 PM
1080	The ranking was extremely hard to consider the order of preferences.	6/4/2020 4:54 PM
1081	Fair treatment for minorities. Mandatory body cam usage at all times during public interactions. Demilitarized police force.	6/4/2020 4:49 PM
1082	More consistence in officer training and applying laws equally.	6/4/2020 4:46 PM
1083	I have spoken to numerous people that have told me that they voice their concerns with officers and they seem to not make it priority. I'm not sure if it's policy or bad judgement. Ex: woman gets into physical altercation with significant other. She has broken arm, marks, and scratches. Significant other has defensive scratch. Salem pd tell woman she can't press charges or she could have charges pressed against her.	6/4/2020 4:43 PM
1084	Community relations is the highest priority	6/4/2020 4:43 PM
1085	No	6/4/2020 4:42 PM
1086	Promote and protect diversity and equity in both SPD and the community. Prioritize no-force conflict de-escalation or resolution and non-lethal uses of force, if/when necessary. Create systems that encourage and reward SPD to intervene and/or disclose unjust actions of their peers.	6/4/2020 4:39 PM
1087	Commitment to protecting vulnerable populations in our community. LGBTQ, POC, etc	6/4/2020 4:34 PM
1088	No favoritism for the gun wielding glamor salon patrons. Curfew is for all not just protesters.	6/4/2020 4:28 PM
1089	increase diversity among the officers-race, sex, national origin, etc. and insure officers or interpreters are available to assist contacts who are not fluent in English.	6/4/2020 4:21 PM
1090	Treat everyone one with respect.	6/4/2020 4:20 PM
1091	Id love to see more.cops patrolling in neighborhoods but also more events to get the community and police together to build a better trust between	6/4/2020 4:17 PM
1092	Survey is not working correctly	6/4/2020 4:16 PM
1093	No I believe he spoke and stated everything very fairly.	6/4/2020 4:13 PM
1094	N/a	6/4/2020 4:10 PM
1095	Police should improve on not using physical force to the extend of a death of an individual.	6/4/2020 4:08 PM
1096	I do hope police are careful with the armed group of civilians that were recently "guarding stores" downtown. I know some supporters and they are very unlikely to be trained at all and it makes me feel like people are less safe when anybody can carry around a weapon like that. Hopefully the police checked them for their conceal and carry licenses.	6/4/2020 4:04 PM
1097	Building strong relationships among the community, especially building with civians of color. Identify and weed out officer that make racially charged arrest and/or stops	6/4/2020 4:01 PM

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1098	Fair treatment to people of all races, especially minorities. No armed citizens on the streets of Salem. I do not feel safe right now.	6/4/2020 3:59 PM
1099	I would like to see more effort in pushing funds toward community strength, not funding toward equipment and firearms.	6/4/2020 3:59 PM
1100	The police department must be a part of conversations and solutions to racism. The Salem Police Dept needs to be more than not racist, it needs to be anti-racist and to hold each other accountable. The Salem PD must work to rebuild trust with the community. It wasn't you that killed George Floyd but you work as part of an agency that needs to take a deep dive into its policies, mission and values. Your job is to protect the community, please also work with the community to build a better community.	6/4/2020 3:57 PM
1101	I do value safety but words like "enforcing" and "preventing" have connotations of police overreach and that's something that needs to end.	6/4/2020 3:56 PM
1102	Community outreach. You need to be ONE with the community. No more us vs them. Listen and respond with compassion EVEN and ESPECIALLY in protest crowd control.	6/4/2020 3:53 PM
1103	Black Lives Matter. STOP HARRASSING PEACEFUL PROTESTORS IN DOWNTOWN SALEM. Its awful to make a curfew just to get a PROTEST to disperse. There is video going around of Salem Police talking to armed people outside a store, saying to hide, while they go enforce curfew on ONLY the PEACEFUL PROTESTORS. Y'all are making it evident that you don't side with the people. A revolution is coming.	6/4/2020 3:50 PM
1104	Hold your officers accountable for their actions	6/4/2020 3:48 PM
1105	Actually deal with theft and vandalism instead of being told to file a report	6/4/2020 3:47 PM
1106	Demilitarize police, shift mental health and homeless response to actual workers in those fields	6/4/2020 3:46 PM
1107	Select someone who isn't afraid to make big changes if they're necessary, and to make use of force policy reforms to keep residents safe from police violence.	6/4/2020 3:44 PM
1108	The Police Department's first priority should be listening to the community and addressing our concerns. They should be de-escalating instead of escalating. They should be prosecuted of committing crimes they commit. They should be held to a higher standard than the people they serve, not a lower standard. Priorities should include ways to hold police officers accountable, not bury their misconduct. Priorities should be looked at ways to increase armed officers, not increase it.	6/4/2020 3:42 PM
1109	I think we all know what trying times we are living in. It would be great to finally see a person of color head up the Salem PD	6/4/2020 3:41 PM
1110	No	6/4/2020 3:37 PM
1111	The Salem police department needs to be way more fair and learn how to de escalate situations rather than going to force immediately	6/4/2020 3:35 PM
1112	No	6/4/2020 3:33 PM
1113	Cease use of tear gas, bullets	6/4/2020 3:32 PM
1114	Keeping with the community relations but at the same time not dealing with people like antifa	6/4/2020 3:31 PM
1115	Thank you for all you do!	6/4/2020 3:27 PM
1116	Just to work on timing to showing up to incidents and how many officers to send to a situation at a time. I waited 40 minutes for 6 police to show up all at 1 time in a situation that could have escalated to something worse then it was.	6/4/2020 3:27 PM
1117	Building community relationships brings trust to police. Getting away from organized hate group support and not keeping police on the force with multiple complaints would be great. Not hiring police with questionable backgrounds in their careers is necessary. Better training, there is no reason 6 weeks should be accepted as training for someone with so much power. Let the community help supervise, police are and should be employees of the taxpayers.	6/4/2020 3:26 PM
1118	Community involvement needs to be shown through the media! The media is important!	6/4/2020 3:25 PM
1119	Stay in your lane and enforce the law equally. Improve de-escalation training. Stop harassing the houseless.	6/4/2020 3:24 PM

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1120	I do not have a lot of interaction with the police either than family members employed there, but I would say solving crimes is #1	6/4/2020 3:24 PM
1121	Improve deescalation and non leth training	6/4/2020 3:23 PM
1122	Officer need to get out in the community and interact with people not act like they are in control we already know that because they have a gun o them.	6/4/2020 3:22 PM
1123	Both training and supervisors must direct officers as to use of reasonable, respectful physical restraining force. Keep up community relations.	6/4/2020 3:22 PM
1124	The focus should be community safety and livability which is best accomplished by providing social support and services such as housing, health, employment, and support for children and families. Police should respond as needed like ambulance and fire, not patrol and look for and create trouble. Too much traffic and lifestyle enforcement. Police should not have weapons for routine activities. Weapons can be locked in cars but not on person. It escalates the danger of situation. They need more skills in conflict resolution and mediation and less firearm and rule enforcement training. We need police drawn from the ranks of social workers not from the military. There needs to be a change in culture to attract more compassionate and diverse employees. They need to follow the rules of society and not have special treatment.	6/4/2020 3:22 PM
1125	Enforcement existing laws	6/4/2020 3:21 PM
1126	No	6/4/2020 3:13 PM
1127	Consistent racial bias training taught by non-white instructors; de-escalation training; commitment to cutting ties to white supremacist groups including the KKK	6/4/2020 3:10 PM
1128	No	6/4/2020 3:09 PM
1129	Community engagement to include citizen review boards, town hall meetings to address concerns and transparent policing practices that promotes inclusion and accountability	6/4/2020 3:08 PM
1130	Consider wording of last question - I heard from many they answered with #1 being HIGHEST priority when question is worded oppositely.	6/4/2020 3:07 PM
1131	Please add social workers and crisis response members to your team.	6/4/2020 3:05 PM
1132	The police force needs to be defunded. The new police station should become low income housing, police budget should be cut in half and those funds should go into unarmed community outreach and intervention programs. The police need to be demilitarized, we have access to the national guard of military presence is truly needed but I know there are other ways to keep the police rather than a military like response. We are not animals we are humans just like you. We need to balance the power dynamic between police and citizens and have our police actually be civil servants.	6/4/2020 3:04 PM
1133	Increased training on unconscious biases	6/4/2020 3:00 PM
1134	Questions which need to be answered and fulfilled by every candidate: What experience have you had with communities of color? What experiences have you had with LGBTQ communities? Have you ever been reprimanded/sanctioned/disciplined for relations and your responses with/to these communities above Have you undergone *multiple* diversity awareness trainings to better understand marginalized communities Are you committed to being a leader and providing your force to undergo diversity awareness trainings to better serve the community? Have you ever been disciplined, "talked to", or be addressed - formally or informally, for excessive use of force? What aspects of engagement with the community have you been commended for; was this in affluent sections of cities, or marginalized What training have you undergone for Domestic Violence awareness What understanding do you have about how legal abuse is wielded by abusers through law enforcement?	6/4/2020 2:59 PM
1135	No	6/4/2020 2:59 PM
1136	Showing favoritism for white people carrying guns over many ethnic groups trying to peacefully provoke change is horrible and exactly what I will vote out!!!	6/4/2020 2:57 PM
1137	No	6/4/2020 2:56 PM
1138	De-militarize. You are in neighborhoods not battle zones!	6/4/2020 2:56 PM
1139	You're doing a great job already.	6/4/2020 2:54 PM

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1140	Select good Sergeants with a solid constitution. Ones that will supervise and be an example. The main problems in Law Enforcement stem from the lack of over site.	6/4/2020 2:53 PM
1141	No biased policing. Recent incidents have brought to light the unfair treatment of minorities vs favoring other groups.	6/4/2020 2:53 PM
1142	quit	6/4/2020 2:50 PM
1143	Increase focus on crimes with victims and decrease focus on "victimless" crimes. Essentially focus most on what a really good private security team would do to protect.	6/4/2020 2:43 PM
1144	The department needs to make it a priority of eliminating racism. It's ridiculous that this is still a problem in our country and our state needs to be held accountable for it's actions. You need to be demilitarized and use weapons as a complete LAST RESORT. Yelling commands at us citizens and expecting us to be compliant and not scared and frazzled right away is setting us up for failure and it's completely unsafe. You are supposed to be protecting us. How are we supposed to feel safe around you when you are initiating and causing unsafe situations. I hope that the current events are making you rethink your procedures for everything. You need your officers to be held accountable for their actions and not immune to punishment. It should be up to a jury if someone is guilty and should not be punished by a police officer. There are so many suggestions and comments I wish to say but I just want you guys to be fair and a source of safety FOR ALL. If we can't trust you, what's the point of having you around.	6/4/2020 2:42 PM
1145	Please have all on duty officers wear and turn on their body cameras when engaging with others. Work with the leaders of the protests- Be partners in Democracy. If you see bad police behavior, re-educate the police person and fire if they don't change their behavior. Protect your community from the people who are infiltrating the protests. Work with town leaders and find a solution to the homeless situation downtown. Officers were my heroes when they found my wandering disabled son and brought him home. My grandfather is was a sheriff and I have great respect for the police. Some police are acting terribly in this nation and that makes people afraid of the police, so show them you are different and better. Taking a knee was a great step. Thank you.	6/4/2020 2:42 PM
1146	I think any police dept should have their first priority of helping rather than accusing everyone of being guilty. First hand experience, I've never been in trouble in my life, yet I've NEVER had a good interaction with police. This has happened since I was a child and I'm in my mid 30s.	6/4/2020 2:38 PM
1147	Law and order policing with equity for all. Focused on policing and non partisan enforcement. Accountability and transparency diversity in personnel. Liaison with community.	6/4/2020 2:38 PM
1148	The next Chief needs to reflect our diverse city. It is someone who needs to work to build strong relationships with all citizens of Salem. The department needs to make reform a major priority, the way policing is done needs to change.	6/4/2020 2:35 PM
1149	Fair and just policing, strong community relations and relationships with youth ARE crime prevention.	6/4/2020 2:32 PM
1150	Wouldn't it be awesome to have a POC as our police chief, to have extensive diversity training and awareness, to have oversight committees and regularly reviewing stats within the depth to make necessary changes to ensure equality for the community	6/4/2020 2:32 PM
1151	Equality and social justice training. Increased conflict resolution and de-escalation training. Body cams.	6/4/2020 2:28 PM
1152	Hi	6/4/2020 2:27 PM
1153	Training. Training. Training. Much needed training. Consequences and harsh punishments for those who abuse their power.	6/4/2020 2:25 PM
1154	Diversity in both hiring and training	6/4/2020 2:24 PM
1155	Involving DEI experts when crafting police policy is vital for a safe community for all.	6/4/2020 2:22 PM
1156	Need more officers per capita	6/4/2020 2:21 PM
1157	I think you guys are amazing	6/4/2020 2:20 PM
1158	I think that the police department should take a deep look at the people serving our community. Prioritize treating ALL people equally and punish those who do not	6/4/2020 2:20 PM

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1159	IF the police must continue to exist, they should be focused on solving crime in a fair and equitable way. All other jobs you listed should be worked on by social workers, social justice workers, mental health specialist, or other social services.	6/4/2020 2:19 PM
1160	Yes. The first question was a trap. All I want from SPD if they must continue to exist is fair and equitable crime solving/investigation. Stay in your lane.	6/4/2020 2:18 PM
1161	Black Lives Matter. Salem PD needs to ensure that its policies are fair, and fairly applied to the community. An increased focus on deescalation strategies as opposed to "crowd control" would help the department build and maintain health community relations.	6/4/2020 2:15 PM
1162	I feel police should reach out and involve themselves more in the community. I feel like police should be hosting block parties and things of that nature to de-stigmatize themselves. Police should be our friends and somebody who we can trust in a time of peril. If you can't trust the police and feel comfortable when they arrive your not going to call them in the first place. I also think Salemites feel left out to dry when cops show up hours after the fact of a crime and when that happens they lose faith in the department. I hope whomever is chosen is an example of a what a true good cop should be. Not gun ho, but a real member of the community someone Salem can put faith in to.	6/4/2020 2:13 PM
1163	Hire from outside the agency	6/4/2020 2:13 PM
1164	Continued Professional Development, not just on-job training, but; diversity training, mental health training, and interpersonal interactions and communications training.	6/4/2020 2:09 PM
1165	Making every effort to understand BLM and avoiding any and every possible occurrence of police brutality, systematic oppression, and the over usage of violent/lethal uses of force specifically towards non-violent citizens.	6/4/2020 2:05 PM
1166	Make sure they prioritize treating all people fairly.	6/4/2020 2:04 PM
1167	Prioritize de-escalation training, have transparent procedures to report use of police force.	6/4/2020 2:01 PM
1168	Work environments where authority is a dominant tool require stringent training, ongoing education in acceptable vs unacceptable means of utilization, clear standards of conduct with swift and severe consequence for misconduct, and intense continuous scrutiny of character and stability of individuals who would exercise authority. Those held to a higher standard must also uphold that standard and police those who are failing to do so. It cannot be any other way.	6/4/2020 2:01 PM
1169	Staying connected to the community they serve, not just the upper class is important in healing our community and breaking the cycle of crime.	6/4/2020 2:01 PM
1170	Police need to interact more with the neighborhoods they live in. Get to know their neighbors. Distancing breeds distrust.	6/4/2020 2:00 PM
1171	implement the 8CANTWAIT policies to reduce police violence	6/4/2020 2:00 PM
1172	I want the police department to uphold the badge and what it stands for the laws of our city, state and nation. I do not want a chief that will fall to fake media bias and pressure! I want a chief and a department that stands up for what is lawfully right!	6/4/2020 1:58 PM
1173	In light of June 2nd, 2020 (I believe) video that surfaced where the police officer is openly telling the militia that they are being shown favoritism and the weak attempt to calm the pubic down, I think these instances would be a great start for education, communication, and not allowing a biased based environment to fester and grow.	6/4/2020 1:58 PM
1174	Working with all people in our community towards a compassionate and respectful relationship.	6/4/2020 1:57 PM
1175	Fair & Just	6/4/2020 1:56 PM
1176	As with Chief Moore, ALL of the above requirements are equally as high for each and every member of the department both sworn and un-sworn.	6/4/2020 1:56 PM
1177	I have always been bothered by the fact that Salem does not have a specialized Sex Crimes Unit.	6/4/2020 1:56 PM
1178	I would like to see the department invest in evidenced based interventions that are shown to reduce incidents of excessive use of force by officers	6/4/2020 1:56 PM
1179	Investigate, charge, and arrest all Antifa and Democratic Socialists of America (DSA).	6/4/2020 1:54 PM

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1180	Yes make sure they aren't racist or biased	6/4/2020 1:51 PM
1181	The city needs to enforce laws with the homeless and stop letting them go with warnings because they don't make money off them by issuing tickets. I've called multiple times of homeless attempting to break into cars and nothing was done when that's enough probable cause to search their bags for burglary tools all officers have refused. The Salem police department is a complete joke.	6/4/2020 1:51 PM
1182	Don't attack protesters.	6/4/2020 1:49 PM
1183	Act as a community policing	6/4/2020 1:47 PM
1184	Less military appearance and friendly approach to policing. Non-partisan philosophy. Better screening to eliminate officers with extremist views	6/4/2020 1:47 PM
1185	Get rid of corrupt police and remove incentives that encourage unjust treatment of the community. Make "see something, say something" apply to police as well, and make sure police aren't punished for reporting each other (even on the down low) for misconduct.	6/4/2020 1:47 PM
1186	I support the SPD and have always appreciated the considerate, friendly, and professional officers.	6/4/2020 1:42 PM
1187	I'm sure I don't need to tell you that our current political climate is a reflection of many many years of systemic racism and we have had enough. It is your responsibility as the police department to stand up against racism and be actively anti-racist in your practice and policies. Educating your officers about institutionalized racism and ensuring that officers are not perpetuating violent response to black lives is a good start. Require an attempt to de-escalate violent situations before guns are drawn. Require body cams on every officer on and recording AT ALL TIMES. Hold your people accountable. Take racist remarks and action seriously. I could go on, but you get my point I hope.	6/4/2020 1:40 PM
1188	Get rid of all the corrupt cops and cops who live a life outside of work in ways that don't match up with Salem PD's morals. Like Sabrina Hunter, Garon Boice, Jeff Keniston. They give your agency a bad name.	6/4/2020 1:39 PM
1189	Anyone and everyone should be held accountable for there actions. Funding should be provided through community partners only if community partners true values and beliefs are being displayed by Police department.	6/4/2020 1:38 PM
1190	Engaging with the community to establish trust	6/4/2020 1:35 PM
1191	Focus on unlawful use of force, excessive force, and deliberate harm towards innocent civilians, done by officers.	6/4/2020 1:34 PM
1192	Stop white supremacists from taking over our town and frightening our citizens! The Salem Police must come to terms with it's racist behavior and atone.	6/4/2020 1:34 PM
1193	No	6/4/2020 1:33 PM
1194	First priority: service the community from a moral perspective.	6/4/2020 1:32 PM
1195	Continued outreach to Salem's minority communities.	6/4/2020 1:31 PM
1196	An outside party who investigates police wrongdoings. internal investigations will not cut it any longer.	6/4/2020 1:29 PM
1197	No	6/4/2020 1:29 PM
1198	Salem Police should willfully demilitarize and reduce their overall funding to allow for better financial support of institutions within the community seeking a reduction in the prevalence of negative social determinants of health and safety. Including poverty, drug abuse , trauma and abuse	6/4/2020 1:29 PM
1199	No	6/4/2020 1:29 PM
1200	Focus on helping people, not on punishing them	6/4/2020 1:28 PM
1201	Increase the diversity of the police department, Prioritize safety of minorities, Crack down on discrimination	6/4/2020 1:27 PM
1202	Hard to put a number to the above, as they are all important.	6/4/2020 1:26 PM

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1203	Keep up the good work.	6/4/2020 1:25 PM
1204	I would like the police department to enforce the Constitution OVER the Governor. This shutdown is not Constitutional.	6/4/2020 1:25 PM
1205	N/A	6/4/2020 1:22 PM
1206	It's really hard to put what is most important, when everything is important. Especially making sure police officers come home every night safely to their families.	6/4/2020 1:21 PM
1207	The homeless population being held accountable for the trash left behind is a personal priority that I would like to see resolved.	6/4/2020 1:18 PM
1208	I want to see commitment to data-backed policing, increase in community engagement, and a pledge to work with the community. I want someone strong enough to push back against police unions, and willing to be held accountable.	6/4/2020 1:16 PM
1209	Good job	6/4/2020 1:15 PM
1210	No	6/4/2020 1:08 PM
1211	No	6/4/2020 1:08 PM
1212	In light of our current situation in American it is imperative that we elect someone who will implement fair and just action not discriminatory based on race, age, religion, or sexual orientation. Military style weapons should not be encouraged at peaceful protests.	6/4/2020 1:07 PM
1213	Need to bring back the special needs registration	6/4/2020 1:05 PM
1214	It's really hard, when they're all important. I also want all people in our community to be treated fairly, while keeping our police officers safe.	6/4/2020 1:05 PM
1215	Specialized officers to deal with sexual violence, training on helping victims. Body cams and training on racism.	6/4/2020 1:05 PM
1216	Focus on more positive community engagement. We need more great individuals from all walks of life to want to become police officers. Community partnership is the key.	6/4/2020 1:04 PM
1217	Keeping transparency with the public	6/4/2020 1:04 PM
1218	strive for a diverse, well trained force	6/4/2020 1:04 PM
1219	Hold every officer responsible for their conduct both on and off duty. Create open communication where every member of our community feels both safe to speak and represented in their needs from our law enforcement.	6/4/2020 1:01 PM
1220	No	6/4/2020 1:00 PM
1221	Constant education/training on diversity and inclusion.	6/4/2020 1:00 PM
1222	Na	6/4/2020 12:59 PM
1223	We need someone to recognize the racial discrimination through the police force. We are fortunate this is not a widespread issue in salem, but it does exist. Chief Moore's inability to admit wrong doing and bias is to the detriment of the department. Acknowledge the issues, OWN THEM, and make appropriate changes.	6/4/2020 12:58 PM
1224	I'm worried about the low staffing.	6/4/2020 12:57 PM
1225	Supporting fair and just support to our community without presumptions on race, but keeping our police force safe. I know your jobs are so hard. I have family in the police. But the basis of racism that is just laughed off is hard to watch. More through review and repercussions for abuse of power.	6/4/2020 12:57 PM
1226	Police training and morale	6/4/2020 12:57 PM
1227	Fight local white supremacy	6/4/2020 12:55 PM
1228	Strong relationships with the community help in all other categories. I doubt that we will ever see no crime, but we need to work together to achieve fair and just policing.	6/4/2020 12:54 PM
1229	Keep the peace	6/4/2020 12:52 PM

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1230	N/A	6/4/2020 12:49 PM
1231	No	6/4/2020 12:46 PM
1232	The police need to adopt the "8 can't wait" to reduce lethal encounters with police and keep police accountable for their actions.	6/4/2020 12:29 PM
1233	The policing department need to teach and apply efforts of deescalation and mental health awareness.	6/4/2020 12:29 PM
1234	Police Department priorities must be antiracist. Focused on deescalation and trained in crisis and mental health intervention. Thorough evaluation of unnecessary and lethal use of force. Equitable treatment - eg. do not protect and favor weapon-bearing civilian militia over peaceful protestors.	6/4/2020 12:23 PM
1235	Really be there to serve our community. Stop harassing our communities of color and hire more people of color, trans folks and women.	6/4/2020 12:17 PM
1236	Training, accountability, and transparency. Evidence-based de-escalation and diversity training!	6/4/2020 12:16 PM
1237	Ensuring police maintain a trusted relationship with all citizens. Actively working to eliminate discrimination.	6/4/2020 12:01 PM
1238	We should invest more in our community so that calling the police is a last resort. Having more community mediators who can de-escalate situations would be so beneficial in my opinion. Let's allocate resources to trained professionals that can deal with these non-life-threatening situations which normally fall on the shoulders of our police.	6/4/2020 11:59 AM
1239	Please take the time to research how current policing negatively affects minorities. More funding should be allocated to resources that are experts in handling situations that normally fall on police.	6/4/2020 11:58 AM
1240	We are the people, not the enemy. We know being an officer can be dangerous, but attitude and response towards us is important. We need the best training to keep our community safe, all races and kinds of ways of life. We can't allow for people to fear the police and not trust them to help.	6/4/2020 11:46 AM
1241	Police need to treat ALL people with dignity and respect - they will get a lot further if they partner with the public rather than act with authoritarian to bullying attitudes. Even criminals are human beings and deserve respectful treatment whether or not they are being respectful. Perhaps if they were treated respectfully they might use that as a model. I understand that police work is dangerous and I imagine can be really scary - again that does not give license to be a jerk. All that being said I want to thank the SPD for the time that they were so helpful to me when I needed them.	6/4/2020 11:46 AM
1242	Increased training about racial bias and unfair arrests. A chief who is POC might also help with this.	6/4/2020 11:38 AM
1243	Y'all continue to avoid questions and are barely holding yourselves accountable. You put armed men on the street without a full briefing, are you kidding me? Y'all's racism is showing	6/4/2020 11:37 AM
1244	To me the big things are strong community relationships, focusing on de-escalation strategies, and having clear "use of force" guidelines.	6/4/2020 11:35 AM
1245	Demilitarize the police department and become advocates for community and less confrontational	6/4/2020 11:34 AM
1246	Increase training on mental health crisis response, human rights and social justice, as well as non-violent de-escalation techniques.	6/4/2020 11:28 AM
1247	Our city needs to see a high priority on data-proven policies, such as the "8 Can't Wait" listed here https://8cantwait.org/	6/4/2020 11:13 AM
1248	Salem Police should prioritize a publicly accessible document that lists acts of force by officer	6/4/2020 11:10 AM
1249	Police should not be going to schools and netting children. It creates a bias that favors police and kids grow up finding justification for whatever police officers do, even if it is unjust.	6/4/2020 10:59 AM
1250	The police need to adopt the "8 Can't Wait" to reduce lethal encounters with police and keep police accountable to their actions.	6/4/2020 10:57 AM

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1251	At some point, you need to realize that you don't need to lock up the citizens so lawless criminals can reek havoc on the community at night. Put the curfew on earlier. Lock up and leave criminals in jail. Enough is enough. These violent people are not helping George.	6/4/2020 10:50 AM
1252	I would love to see the police include racial sensitivity training, so that they become aware of their biases. I'd also like to see more accountability in ensuring that officers are following their laws to the same extent that citizens are.	6/4/2020 10:47 AM
1253	Dr-escalation training. Equity policies	6/4/2020 10:38 AM
1254	Education about racial bias	6/4/2020 10:27 AM
1255	Please enact the 8 can't wait polices from Campaign Zero that includes banning chokeholds, require deescalation, require warning before shooting, exhaust all other means before shooting, duty to intervene, ban shooting at moving vehicles, require use of force continuum and require comprehensive reporting. Also mental health and well being of police officers. I would suggest mindfulness based stress reduction required for all troopers.	6/4/2020 10:25 AM
1256	Social Equity in policing has to be a top priority!	6/4/2020 10:24 AM
1257	Inherent bias training. Power dynamic training and prevention of abuse of power. Increased accountability for violating guidelines on these matters	6/4/2020 10:22 AM
1258	Be Policemen	6/4/2020 10:20 AM
1259	Enact the 8cantwait from campaign zero for any tactics not illegal in Salem. Be more transparent.	6/4/2020 10:19 AM
1260	Fair and just policing	6/4/2020 10:18 AM
1261	N/a	6/4/2020 10:03 AM
1262	"Crime Prevention" is a knock-on effect from high community involvement.	6/4/2020 9:54 AM
1263	N/a	6/4/2020 9:50 AM
1264	Watching the events over the last few days has greatly changed my view of the SPD. Telling armed citizens to hide in their cars while the PD enforces the curfew on protesters is unjust. "Taking sides" is part of the systematic oppression that is one cause of the issues occurring in our country.	6/4/2020 9:49 AM
1265	Seeing what's happening with the protests it seems like a priority is constantly given to protecting property over the lives of every individual in our community. Which neighborhoods do the police routinely patrol? Are they the poorer ones? How are they dealing with homelessness? Just criminalizing those suffering from it? Could the police department use their funds to address these issues instead of policing them? Could they work with communities to decrease crime and poverty instead of punishing it?	6/4/2020 9:47 AM
1266	I want the police to demilitarize. Focus on more community resources that prevent crime. Why do our police always make us out to be criminals?	6/4/2020 9:27 AM
1267	1) Body cams. 2) Empathy and de-escalation training. 3) Education in systemic racism. 4) Greater transparency and accountability.	6/4/2020 9:21 AM
1268	Officers should have to wear a live camera feed when responding to calls	6/4/2020 9:18 AM
1269	Diversity needs to be a priority for the department. The SPD should better reflect the community it exists in. SPD officers should speak Spanish. SPD officers need better deescalation training, better training about mental illness, and more training about implicit bias.	6/4/2020 9:16 AM
1270	Don't let armed white supremacists walk all over you. Enforce curfews evenly.	6/4/2020 9:15 AM
1271	DEFUND THE POLICE AND INVEST IN COMMUNITY RESOURCES	6/4/2020 9:12 AM
1272	Stop using tear gas when people are peacefully demonstrating. Police should be transitioned to multiple forms of emergency response. We should move towards response teams with experience in health, mental health, trauma, non-violence, and lessening police presence. Police should be like firefighters, not patrolling. Police should not be armed, the cars should be less intimidating, more like European police with bright colors, and cops should require a 4 year degree before 2 years of police training before becoming cops.	6/4/2020 9:03 AM

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1273	Don't kneel with protesters and then tear gas them. Tear gas is unacceptable in war, why are you using it on civilians?	6/4/2020 9:00 AM
1274	I would like the salem police department to focus on getting officers outfitted with body cameras. And I would like the department to focus on listening to and representing the whole community-especially those who have less of a voice. I would also like the department to make officers' records public.	6/4/2020 8:50 AM
1275	It is essential that Salem Police embrace a truly equitable stance on enforcement, including a review and prioritization of the factors described at 8cantwait.org and a commitment to a reduction of violence in enforcement policy.	6/4/2020 8:47 AM
1276	Stop punishing tax payers with minor traffic violations while homeless and other non contributing members of society get away with everything	6/4/2020 8:26 AM
1277	More focus needs to be put on mental health issues and addiction. I know plans for a detox center fell through, but that should still be a top focus. It also goes without saying that in light of tragic events between police and people of color, Salem needs to work on being better, always.	6/4/2020 8:22 AM
1278	Relationships with the community. Doing what you can to mend the relationship between POC and law-enforcement	6/4/2020 8:07 AM
1279	Please take the time to come out and meet your community. Establish relationships and listen to us, really listen.	6/4/2020 8:07 AM
1280	I did not like having to put those in order. All are important, yet none are important if police do not act with integrity.	6/4/2020 8:04 AM
1281	All these priorities are important, but fair and just policing and strong community relationships are the foundation of everything else. The public has to have confidence that the police force is enforcing the law equitably and is a protector of the community rather than an antagonist. Police need continued training in conflict de-escalation, especially when it comes to minority communities and the homeless.	6/4/2020 7:24 AM
1282	Curfew information wasn't announced clearly for all residents. Lack of communication in general is a problem	6/4/2020 6:55 AM
1283	March with us, not against us please. Show us Good cops exist.	6/3/2020 11:56 PM
1284	NA	6/3/2020 11:18 PM
1285	Positive relationship with the homeless. A more educated and trauma informed approach to wellness checks/response to people with mental illness. More women and people of color on the force.	6/3/2020 11:15 PM
1286	The police are public SERVANTS whose job is to protect all members of the community equally. Priority #1	6/3/2020 10:03 PM
1287	Must be culturally competent and committed to non escalation and open to just reform. Black lives MATTER	6/3/2020 9:58 PM
1288	Community-oriented policing. Accountability for police officers. Greater restrictions on use of force.	6/3/2020 9:50 PM
1289	No	6/3/2020 9:37 PM
1290	N/A	6/3/2020 9:34 PM
1291	stop the mindset of being suspicious 24/7. give more to the neighbourhood than you take. realise that every interaction you have with people will stay with them and affect them. focus more on uplifting the people than punishing people. let people live if they are only affecting themselves. treat the homeless with more respect, and never break up camps. make your officers more prone to gentle correction in the early stages before things get severe and someone loses a life, job, or gets a criminal record because not all crimes are worth the arrest. you should have priority with lending a helping hand more than anything else, and look to put people in homes and not prisons. work with people in the neighbourhoods and earn their trust.	6/3/2020 9:22 PM
1292	N/a	6/3/2020 8:50 PM
1293	We need to work towards eliminating and/or preventing violence, especially against people of color. Focusing on descalation tactics would be a big help. Continued sensitivity/diversity	6/3/2020 8:49 PM

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	training are really important to me, too	
1294	Ban choke and strangle holds. Require de escalation. Require warning before shooting or firing of any weapon. Exhaust all options before shooting. Ban shooting at moving vehicles. Establish use of force continuum. Require all officers to wear body cameras. Require all force to be reported. Investigate every single officer involved shooting or any use of force. Prosecute officers for misconduct. Require a 2 year advanced education degree and rigorous ethics training for officers before hiring. Give your funding to services that actually need it - 47% of the city's general fund is outrageous. Stop mingling in protests you were not invited to and stop teargassing people, it's literally a war crime. Black Lives Matter	6/3/2020 8:28 PM
1295	I want the department to prioritize limiting police use of force, utilize community oversight and independent investigations and prosecution of police misconduct, ban all chokeholds and strangleholds, train officers in deescalation methods and actually ensure that they utilize these methods, ensure that they exhaust all other options before shooting instead of simply gunning a person down indiscriminately, and require officers to provide warning when shooting is necessary.	6/3/2020 8:08 PM
1296	Better training to de-escalate situations safely. Education and training to help police those with mental and behavioral health issues. More training and education to help reduce underlying racial bias amongst officers.	6/3/2020 8:04 PM
1297	If 10 cops are too cowardly to do anything about 1 bad cop, you have 11 bad cops.	6/3/2020 7:58 PM
1298	Enforcement and MCRT	6/3/2020 7:48 PM
1299	ignore the idiotic BLM people that are giving you bad ratings.	6/3/2020 7:35 PM
1300	Keep order in the streets and the homeless out of downtown so people are not sleeping in business doorways	6/3/2020 7:21 PM
1301	Nope. Just enforce the actual law. Find people that care about LAW, not their own EMOTIONS.	6/3/2020 7:15 PM
1302	Regularly Engage PD with NAACP and other organizations that deal with racism, teach black youths how to interact with police,	6/3/2020 7:09 PM
1303	Police need to focus more on community improvement through relations, not through enforcing sometimes unjust laws through use of excessive force.	6/3/2020 6:48 PM
1304	I saw a disturbing video where a police officer told a group of armed militia to hide in their car after curfew so that they did not have to leave or get reprimanded by the police. They did not say they needed to be home like everyone else but as long as they werent walking around they would stay. But the officer said he did not want to make it look like he was playing favorites. This is very saddening to me the favoritism that was shown here in the wake of all that is going on in the county. The police statements say one thing but they are acting in another way. This officer should be reprimanded for the actions he took by playing favorites. This creates more distrust between the police and the people. And puts the police officers at greater harm. This video is cirulating social media.	6/3/2020 6:38 PM
1305	Being public servants, NOT being "the authorities". Ensuring that officers are fully trained in non- lethal detainment, in non- discriminatory practices, and that training is ongoing. Ensuring that officers aren't "protected" in their misconduct. Police, like clergy, should be held to higher standard than the general public.	6/3/2020 6:27 PM
1306	Talking back is not a crime. If people working in customer service can control themselves, you have to be held accountable for that too. Freedom of speech exists and that means no person should be arrested for saying something.	6/3/2020 6:08 PM
1307	N/A	6/3/2020 5:46 PM
1308	N/a	6/3/2020 5:43 PM
1309	Increase relationships with long term community partnerships. Prioritize solving the root of crime. Prioritize responses with mental/emotional health workers, especially in nonviolent crimes.	6/3/2020 5:39 PM
1310	Do not favor racists and white supremists. Our cheif should be from here, live here, and care about the people from here. They should never order turn on peaceful citizens. They should have enough restraint to not fear a water bottle and retaliiate with pepper spray and flashing loud grenades.	6/3/2020 4:49 PM

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1311	We desperately need accountability, and all officers with a track record need to be removed now.	6/3/2020 4:46 PM
1312	Increased education for the Police in de-escalation tactics, non-violent communication, racial equity training, and strong checks and balances of poor behavior within the police.	6/3/2020 4:44 PM
1313	To ensure proper deescalation training is in place as well as appropriate repercussions for any police brutality or misconduct	6/3/2020 4:15 PM
1314	Equal application of the law	6/3/2020 4:02 PM
1315	Respect and protection for all residents w special attention paid to people of color. Support for those expressing first amendment rights. Enforcing city ordinance that prohibits open carry of weapons by all except officers. Disperse of armed gunmen/ Self-proclaimed militia who are intimidating and threatening passers yand hurting nearby businesses.	6/3/2020 3:55 PM
1316	It should be a priority of the Salem PD to behave equitably. To set good examples for our community and youth. To serve and protect regardless of the color or class. To be fair and to not favor right wing Nazi militia over peaceful protesters. I would like to see the Salem PD demonstrate that they value people over public property.	6/3/2020 3:25 PM
1317	More training in de-escalating violence using non-violent methods.	6/3/2020 2:51 PM
1318	Lack of response is unacceptable when guys are visibly hiding out in back lots. Nearly 20m over on a 40m station. Its time to sell service SPD	6/3/2020 2:43 PM
1319	Emotional Intelligence Training. Cultural overhaul in how EI and mental health are perceived and treated. Not just multicultural and diversity awareness, but hiring and recruitment of officers who genuinely display a desire to see social justice in their community.	6/3/2020 2:15 PM
1320	I would like to see or know what steps are being done to train police on handling situations involving mentally ill and/or disabled citizens and youth, as well as consistent policies to decrease police brutality and racial profiling. Officers need to be thoroughly trained in preventative measures to decrease violent encounters, and internally, a standard of equity must be upheld.	6/3/2020 2:00 PM
1321	No	6/3/2020 1:53 PM
1322	Police must consider why they chose this career in the first place. If they are doing it to punish people, they should not have the job. If they are doing it to have weapons and get away with violence, they must be fired. Police must do monthly readings to learn more about our nations violent racial history. Police must be trained in techniques like Motivational Interviewing and must volunteer for community agencies (if invited and welcome) that are serving marginalized members of the community.	6/3/2020 1:52 PM
1323	Don't deploy tear gas on civilian populations.	6/3/2020 1:49 PM
1324	Higher standards for hiring. Mandatory training and assessments for police officers that focus on unconscious bias, and termination of officers that do not pass assessments. Stricter rules for the department regarding officer conduct towards civilians including the use of inflammatory language. Termination of officers that violate these rules. Tighter regulations for officers who may carry firearms. More money directed at community engagement and less directed at military grade equipment. Mandatory officer community service. The police department is here to serve the community, and patrolling and enforcing order is only one of many ways to accomplish this.	6/3/2020 1:46 PM
1325	Equal enforcement! These protests are shining a light on the bias our police department and local government operate on. Armed men wandering the streets is terrifying, and the police are gassing peaceful protesters.	6/3/2020 1:38 PM
1326	Continue to work with local protesters during this time. Working with them has already shown a peaceful ending to the evening. Peaceful expression of freedom of first amendment is more important than following a curfew. Please prioritize training on anti-racist and anti-biased policing and continue to meet and discuss with local leaders. Please figure out a way to have police visit schools and do activities to make connections with our students not just when responding to something they did wrong.	6/3/2020 1:35 PM
1327	ARRANGE THE SCALE IN #1 INTUITIVELY--The deceptive arrangement of "8" as "most important" is going to skew results drastically. Police department priorities should be about	6/3/2020 1:34 PM

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improving the quality of life for citizens, and absolute demilitarization; full accountability for police brutality and profiling practices; and equitable policing (no selective enforcement of laws.

1328	Making this survey available in other languages.	6/3/2020 1:30 PM
1329	Reframing the way that police act toward minority groups and limiting collaboration with alt-right groups such as Proud Boys.	6/3/2020 1:27 PM
1330	N/A	6/3/2020 1:15 PM
1331	Focus on violent offenders and crimes, especially domestic violence and child abuse	6/3/2020 1:14 PM
1332	When addressing curfew talk to the protester. You have gassed innocent kids trying to get home that get associated with the rioters who are there to cause problems. Also equality it is unjust that there are people sitting or hiding Downtown with guns when others should be home because of curfew.	6/3/2020 1:07 PM
1333	If a law is being enforced, it needs to be enforced universally, not with preferential treatment for select groups.	6/3/2020 1:06 PM
1334	Looking at the community by engaging and connecting with disparate groups. Listening first. Create a culture where cop egos don't exist and the social "stick togetherness" of cops is not ok. The work is hard but old school policing has to go away.	6/3/2020 1:02 PM
1335	Sensitivity training, anti-racism training, de escalation tactics & training	6/3/2020 12:58 PM
1336	I believe a priority is to stop taking sides. With the recent turmoil in our city it is clear that our local law enforcement is choosing to help the armed protesters outside a beauty salon while choosing to use intimidation and aggression on those protesting the systemic abuse of power, often against poc and minorities.	6/3/2020 12:53 PM
1337	The numbering of those questions are sneaky and tricky regarding citizens who do not speak English as a native language. The previous questions are poorly worded and the topics are redundant.	6/3/2020 12:51 PM
1338	No	6/3/2020 12:38 PM
1339	8cantwait.org	6/3/2020 12:34 PM
1340	How about some beat cops downtown!	6/3/2020 12:32 PM
1341	Enforce the law to All, not the few that were not breaking the law. During the protests.	6/3/2020 12:29 PM
1342	Do not be political or emotional	6/3/2020 12:28 PM
1343	No	6/3/2020 12:18 PM
1344	Keep doing a great job	6/3/2020 12:17 PM
1345	Providing EQUAL protection under the law for all people.	6/3/2020 12:07 PM
1346	The police department needs to be defunded/reduced so funds can be redistributed to education, healthcare, community organizations, and other outside resources instead of overpolicing.	6/3/2020 12:02 PM
1347	End the use of excessive force and work to abolish qualified immunity.	6/3/2020 11:47 AM
1348	The new department was a waste of tax money that should have gone to schools and homeless issues. The police department wastes money on vinyl wraps, they run winter tires year round and wear them out immediately. Officers enter stores with their rifles drawn, for absolutely no reason other than they want to look intimidating. The police uses excessive force on innocent, peaceful civilians, but gives special privilege to gun-toting bigots "protecting" a specific salon. They are not protecting anything, they are inciting violence and spreading hatred, and making everyone uncomfortable. I am absolutely disgusted with the Salem Police Department, more so now than I ever have been in my many years as a Salem resident. Your priorities should remain with the citizens, not personal gain. Officers constantly break laws and ticket/arrest civilians for doing the same thing the police do, some minor examples would be: texting and driving, running red lights/stop signs, speeding, not using a turn signal, trespassing. SPD treats the citizens of Salem like they are an enemy. The job is to protect and serve, not harass and assault. Put your God damn SWAT team away, put your [Expletive] gas bombs down,	6/3/2020 11:46 AM

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and let people protest peacefully. You all should be absolutely ashamed of yourselves, your behavior, and the behavior of your fellow officers. You want people to respect you? ACT IN A RESPECTABLE WAY!

1349	Equitable treatment to all citizens. If our pd believes in this, they need to show through actions and openly share what actions they are taking. The favoritism needs to stop and an honest apology with purposeful reparative action must be declared before all of our citizens can begin to trust and believe in our pd. Remember everyone who you have vowed to serve.	6/3/2020 11:46 AM
1350	Get out there and be friendlier. Have a sense of humor. Use Facebook and other social media to show the officers as human beings - in a positive light. Show off the arm muscles, celebrate promotions, romp with children, etc. Also all officers should wear a body cam for their own protection!	6/3/2020 11:45 AM
1351	The endorsement of the Proud Boys by encouraging them to stay out past curfew has put a stain on the police department's relationship with this city. In unprecedented times, they have chosen to act aggressively toward peaceful protest while allowing white supremacists with guns to tower over downtown. If I am in the need of help, I will think thrice before involving the shameful structure that puts racial issues at the very bottom of its priorities.	6/3/2020 11:43 AM
1352	Required deescalation (8cantwait strategy outlined on google, please look it up as I cannot post the image here) to prevent police violence, required intervention and accountability from officers indirectly involved with police brutality or violence (in other words, officers standing by are required to intervene in an event of unnecessary escalation), lengthened training processes in weapon handling and racial justice for officers carrying weapons of deadly force, immediate firing and condemnation of officers carrying out unjust policing, namely toward communities of color.	6/3/2020 11:41 AM
1353	Community engagement a priority	6/3/2020 11:39 AM
1354	Prioritize crimes against children	6/3/2020 11:37 AM
1355	You are a public servant. We pay you to serve us. You work for us. Act accordingly.	6/3/2020 11:35 AM
1356	Everyone i speak to is looking for assurance that our police are properly trained be fair with minorities and that the tone of the department is set to be fair to all races.	6/3/2020 11:30 AM
1357	NOT KILLING BLACK PEOPLE AND ATTACKING THE 2nd AMENDMENT	6/3/2020 11:25 AM
1358	Please don't be selective with who you choose to make follow the rules (ie curfew being forced upon protesters but not weapon yielding individuals in front of glamor salon)	6/3/2020 11:21 AM
1359	To be fair, I think they all go hand in hand. Be fair in policing and actually having a relationship with the people in our community could help bring crime down. I'm not saying that will always be the case, but I still think it's important.	6/3/2020 11:20 AM
1360	I would lime to see the administration hold officers more accountable for their actions in the field.	6/3/2020 11:19 AM
1361	I want everyone in my community to feel as safe as can be here. We need police that will try to defuse a situation rather than escalate it. We need good people in uniform that stand with their community and not against it. The department and community should expect the highest standards for their police and that includes prosecuting police when they themselves break the laws they are sworn to protect. There needs to be serious repercussions for violent individuals using a police uniform to terrorize citizens.	6/3/2020 11:19 AM
1362	Community support; dialogue before arrests during demonstrations. Equal treatment of protestors.	6/3/2020 11:18 AM
1363	No	6/3/2020 11:14 AM
1364	Not enforcing curfew on the open carry [Expletive] is ridiculous	6/3/2020 11:07 AM
1365	Disband and get a job that actually supports the community instead of threatens and terrorizes it.	6/3/2020 11:00 AM
1366	Stop police brutality. Stop allowing and encouraging white supremacy. Enforce laws equally and justly.	6/3/2020 10:59 AM
1367	Do thorough investigations when hiring new officers and monitor each and every arrest for	6/3/2020 10:54 AM

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	signs of abuse.	
1368	Work with people. I was disappointed that you were not proactive with trying to work with the protesters. Proactively showing you understood the situation and did not approve of policy brutality and racism by taking a bended knee. Instead you waited to see if Salem would protest and have looters too. Shame. Had you been there at the beginning when the protests started with police, fire and even the mayor On bender knee and marching as well it would not have been such chaos. Indeed, it would have brought the community together. Also, at very least just the police at every subsequent march would foster a better rapport with the community.	6/3/2020 10:52 AM
1369	I would like to see Salem police impingement all laws fairly and justly.	6/3/2020 10:43 AM
1370	Improve the treatment of the homeless	6/3/2020 10:42 AM
1371	1. Demilitarization. This is Salem, not 'Nam, for crying out loud. There is never a need for tear gas or riot gear or SWAT vehicles. 2. Prioritizing the safety and mental and physical health of ALL community members, but especially the POC, not just buildings or the wealthy white people. 3. Applying laws equally, not just based on emotional bias and/or skin color. 4. Being able to look past "how things have always been done" and understand that that's no longer working. Be willing to be a national leader in police reform,	6/3/2020 10:31 AM
1372	Cultural competency training of staff, hire staff to reflect the diversity of the city, engagement with minority groups with active listening.	6/3/2020 10:27 AM
1373	Better training in dealing with diversity and prejudice/profiling. Better training in de-escalating community events- better role models for our community	6/3/2020 10:18 AM
1374	no	6/3/2020 10:07 AM
1375	Peaceful protections. Transparency and accountability. Deescalation of violence.	6/3/2020 9:59 AM
1376	Prioritize eliminating police violence, requiring racial aware and culturally sensitive trainings.	6/3/2020 9:54 AM
1377	No	6/3/2020 9:53 AM
1378	Mental health training	6/3/2020 9:47 AM
1379	Train police to use force in less situations than they currently do. The response to the protests were like a militarized state. Don't be like China.	6/3/2020 9:42 AM
1380	Body cameras	6/3/2020 9:36 AM
1381	stop with your double standard curfew! stop hurting peaceful protesters while leaving heavily armed militia members alone!	6/3/2020 9:23 AM
1382	No	6/3/2020 9:11 AM
1383	I sincerely hope that our next police chief will not make violence against our population of people without homes their priority. I know that homelessness is a complicated issue, and there are people that encourage police involvement. People without homes are still a part of our community. They deserve our respect and support, not police kicking them out of wherever they're currently staying.	6/3/2020 8:58 AM
1384	Get a chief who will not incentive citizens arming themselves to avoid curfew. Fair treatment is an absolute requirement, the armed people at Glamour Salon should not be treated better than peaceful protesters. This will incentive large gatherings of armed individuals that will risk the chance of an escalation.	6/3/2020 8:55 AM
1385	Not colluding with Gun-toting white supremists	6/3/2020 8:41 AM
1386	Equity, accountability for police who abuse their power. I have heard police in Salem are writing down latino/black people's race as white after a traffic stop in order to mess up data and pretend like they don't over stop people of color.	6/3/2020 8:33 AM
1387	The fundamental duties need to be a priority and community engagement activities, while lower in priority, will support the fundamentals	6/3/2020 8:23 AM
1388	Fair & equitable treatment for all. Use of force measures ONLY when necessary to save lives. Listen.	6/3/2020 8:22 AM
1389	Stop using tear gas, flash bangs, rubber bullets, and similar on peaceful citizens. Stop	6/3/2020 8:13 AM

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dangerous fully armed racists from openly patrolling our streets. Get racism out of the department. Increase diversity in the department.

1390	Weed out all the White Nationalist and racists from the SPD. Train for peace not enforcement; People first; property second	6/3/2020 7:55 AM
1391	Please invest in community relationships , diversity and anti-bias training	6/3/2020 7:54 AM
1392	Must prioritize diversity internally. The police department should reflect the community it serves and Salem's demographic has shifted and diversified over the last decade. Must also prioritize diversity training and anti racism internally.	6/3/2020 7:53 AM
1393	Demilitarization of all forces.	6/3/2020 7:40 AM
1394	Treat all people with respect regardless of skin color, economic status, or political affiliation. Stop palling around with Proud Boys and other Neo-Nazi groups. Demilitarize. Community policing and de-escalation first.	6/3/2020 7:22 AM
1395	The Police should be once branch of a multidimensional system. There needs to be mental health professionals, addiction specialists, occupational therapists, and others to come and take care of crime from a systematic approach. If your body cam is off you should assume to be hiding something. The original Police badges should go. They are modeled after badges that slave hunters wore. There should be more focus on de escalation and reading the situation than on how to shoot and fight. There should be public stats published each year in a report that reviews deaths, arrests, improper arrests, etc.	6/3/2020 7:20 AM
1396	We need someone willing to envision a new way of policing.	6/3/2020 6:54 AM
1397	I believe strongly the police need to know we have their backs if they are lead by someone whose commitment is to everyone's quality of life.	6/3/2020 6:03 AM
1398	0 Tolerance for officers who have a history or currently have Racist behaviors and practices.	6/3/2020 5:41 AM
1399	Guide force toward guardian model instead of warrior model.	6/3/2020 4:36 AM
1400	The Chief of Police need to be a role model of what you want your force to emulate. Understanding that preventing future crimes start by building up community.	6/3/2020 4:30 AM
1401	Police must be well trained, held accountable (with real consequences, not given paid leave) for deviating from high standards, and have real, lasting and positive relationships with ALL types of persons in our community.	6/3/2020 4:00 AM
1402	Protect and Serve, non-lethal training, tactics, tech first.	6/3/2020 2:59 AM
1403	Embrace justice reform and have your pigs restrained when people are protesting.	6/3/2020 2:45 AM
1404	Proper training and background check needs to be done. There shouldn't be racist police. As well as police need to know how to handle situations correctly with people who have mental illnesses. People in the community and those who come to visit shouldn't be afraid of the police force. Do better, be better. When people are protesting peacefully the police do not need to threaten the own people they are told they were to serve and protect. Stop being racist.	6/3/2020 2:44 AM
1405	NE Salem is a [Expletive] mess. Please help the community on Silverton Road.	6/3/2020 2:05 AM
1406	People matter more than property.	6/3/2020 1:56 AM
1407	Don't shoot children with rubber bullets you monsters.	6/3/2020 1:45 AM
1408	Police officers are citizens and members of the community. Policy should reflect that.	6/3/2020 12:56 AM
1409	No tolerance for racial inequities within our police dept. the appearance of a close tight relationship with armed militia while not allowing peaceful protestors their right to protest is unacceptable.	6/3/2020 12:36 AM
1410	Making the police force look more like the population of Salem.	6/3/2020 12:30 AM
1411	Do not tear gas residents. Do not shoot them. Do not deploy military grade equipment against peaceful protesters. This is the capital - there are going to be protests so the police need to engage these groups in dialogue and facilitate a peaceful demonstration of their concerns - not turn them into riots and opportunities to brutalize their constituents.	6/3/2020 12:30 AM
1412	Do more to deal with homeless harassing business and bystanders. You let so many of them	6/3/2020 12:26 AM

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hang around our shops harassing, drug dealing, and stealing. My friends shop had [Expletive] thrown at, my shop had a homeless guy broken into our customers cars and both times you just shrugged it off and dropped him down the street then putting him in jail. Both times they come back even angrier and harass more. They always are blocking traffic and attacking people in there cars when they don't give them money. I thought it was illegal to pan handle and do drugs in public

1413	Do more campaigning in the public eye about resources for the community to get involved in the decision process. Especially younger adults need to know where they can voice their opinion and help make decisions for our future and current community issues.	6/3/2020 12:23 AM
1414	This survey is going to be unreliable because the rating system is backwards; 1 should be highest priority and 8 should be least. Most people will not catch this and rate per usual. Police at traffic stops should not walk up to the window with their hand over their gun. Why do they do this? It's not safe. Ditch the police union leadership, it's corrupt and pushes military style policing and images.	6/2/2020 11:34 PM
1415	Demilitarization should be a huge priority. Along with clear and we'll defined procedures on when and how to escalate to a physical encounter.	6/2/2020 11:34 PM
1416	Please screen for intrinsic bias. As the FBI identified in at 2006 study, there has been a national effort by white supremacists to infiltrate police forces. Everything from the disproportionate policing of minorities, to police brutality resulting in the killing of black people are all effects of the white supremacists culture. Tests for intrinsic bias against minorities will help identify those with racist tendencies.	6/2/2020 11:27 PM
1417	Work on fair and just. As I've seen recently, that isn't usually the case	6/2/2020 11:27 PM
1418	End police brutality Racial justice trainings	6/2/2020 11:25 PM
1419	Stop cooperating with white supremacists	6/2/2020 11:19 PM
1420	There should be a review of Department policies to ensure they meet current standards and work to eliminate instances of police brutality.	6/2/2020 11:13 PM
1421	This should not be an elected position or a position given by the people. This should be a position earned by merit and experience. This position should be upheld to the highest standard and we should not rely on civilians to expect to understand how to be police officers or who to choose to lead our LEO's. If we rely on the people to help choose this person we will end up with someone who is not fit for the job and someone who takes politics more serious than the law. Please choose wisely. This is not about votes, this is not about who we "should" like. This is about having someone in a position that could do great things for the citizens and keep us safe.	6/2/2020 11:04 PM
1422	Stop biased policing of black and brown people and the homeless. End use of weapons, tear gas, rubber bullets, pepper spray, etc. Reduce policing entirely.	6/2/2020 10:59 PM
1423	Please be considerate of the fact that Salem is home to many people of color. We need someone in this position who has multicultural experience, and understands that black lives matter.	6/2/2020 10:56 PM
1424	Do your due diligence in researching potential officers. Review their records, their social media, and all available information to ensure they have no ties to white supremacists or history of disproportionate mistreatment of people of color.	6/2/2020 10:52 PM
1425	Reducing bias in policing, ensuring a fair system. Work to reduce recidivism rates	6/2/2020 10:48 PM
1426	In a time where there is so much confusion around our country, I feel that is important for the Salem police department to be very transparent with the public. Now more than ever, we need to feel protected by Salem PD. Our people should not live in fear of those hired to protect us. Reach out, positively engage with the community, build trust	6/2/2020 10:43 PM
1427	Engagement that is positive with minority communities/communities of color. Humane engagement with the homeless community. Training in deescalation and interaction with people in mental health crisis.	6/2/2020 10:42 PM
1428	Refocus police resources on training, de-escalation, and community building. Increased focus on maintaining positive control over evidence chain of custody. Adopt the "absolutely necessary" doctrine for lethal force. Start active, unarmed, on foot patrols. Beat the pavement	6/2/2020 10:41 PM

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and build relationships with communities and neighborhoods. Stop the militarization of the department.

1429	Weed out racist cops. Make sure all staff participate in cultural sensitivity training as a condition of employment.	6/2/2020 10:36 PM
1430	Make your survey have 1 as the number one priority, not the last.	6/2/2020 10:36 PM
1431	Pay more attention to the homeless people shooting up crack downtown rather than giving out tickets	6/2/2020 10:30 PM
1432	Hire a diverse force that matches the community of Salem.	6/2/2020 10:28 PM
1433	No	6/2/2020 10:26 PM
1434	Treating every citizen equally, ensuring "bad apples" aren't able to work in other departments/agencies, a tougher stance on domestic violence situations. Quit catering to armed groups.	6/2/2020 10:11 PM
1435	When you have positive relationship with the community, from fair and just policing, you have positive relationship with youth and better quality of life. This will lead to less need for policing and better response rates.	6/2/2020 10:09 PM
1436	No	6/2/2020 10:06 PM
1437	Protect and defend	6/2/2020 10:05 PM
1438	BLACK LIVES MATTER	6/2/2020 10:04 PM
1439	https://www.facebook.com/jared.richert/videos/10222645759633762	6/2/2020 10:01 PM
1440	Treat armed militias the same as protesters. Ie subject to the same laws	6/2/2020 9:59 PM
1441	Listing an item as 1 - defined as very low priority - is not what I want to do with any of these issues, but the survey does not allow multiple high priorities. None of the items listed seem like a priority any lower than medium to me.	6/2/2020 9:56 PM
1442	The Police Department should treat everyone fairly. There should be no one prioritized due to race or political affiliation.	6/2/2020 9:54 PM
1443	Why are you making us rank the priorities this way? "1" being a Very Low Priority and "8" being a Very High Priority. Any normal person would rank them the opposite way. I am very disappointed in the way you are setting us up to fail.	6/2/2020 9:51 PM
1444	Stop treating peaceful unarmed protestors worse than you treat heavily armed racists.	6/2/2020 9:50 PM
1445	I think there are some very fine and professional officers on the SPD force. I would like to see greater diversity among those on the force here.	6/2/2020 9:49 PM
1446	Take the arbringer outward mindset training and make it mandatory for all public officers.	6/2/2020 9:49 PM
1447	Current perception is that SPD is very good ol' boy buddy buddy with white supremacist groups and is doing little or nothing to change that behavior.	6/2/2020 9:44 PM
1448	protect the citizens from racists, and anyone bullying minorities or other groups. Tell people to stop packing weapons at protests!	6/2/2020 9:39 PM
1449	In general stopping crime and solving crimes should be the priority. Making sure Salem is a safe and peaceful place for people to live and work.	6/2/2020 9:37 PM
1450	I believe that our police need to get out of their cars and interact with the community. Our community will be a safer place generally if there is more trust and fairness/justice in policing.	6/2/2020 9:35 PM
1451	Please get to know the people in the neighborhoods. I feel compassion for the situation would yield a far more effective, long term, solution	6/2/2020 9:35 PM
1452	I appreciate all Lt. Upkes efforts to communicate clearly and Cheif Moore was kind and good at his job. Please get something with values like his.	6/2/2020 9:32 PM
1453	Good relationship with ALL of Salem. Minorities need not be fearful of law enforcement.	6/2/2020 9:32 PM
1454	We need someone who will defy orders that are wrong and immoral. Someone who will treat	6/2/2020 9:29 PM

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threats and potential threats the same, regardless of the skin color of anyone involved. We need someone who still remembers what it means to be a human. Someone who will give up their position, future, and even life in order to do what is right and moral and just.

1455	A lot of those priorities are important, but it seems to me that whoever comes in is willing to build bridges to the different community stakeholders.	6/2/2020 9:29 PM
1456	Yes. Enforce the curfew equally. I keep seeing reports that white militias with guns are not being removed when peaceful protesters are. This is a moment to be in the right side of history. You are failing.	6/2/2020 9:29 PM
1457	Prioritizing community policing and having strong ties to the community will help the other aspects come along, too - I think the most important part is developing trust and connection with the individual members of the community at large, and focus on a mindset of community service rather than enforcement.	6/2/2020 9:27 PM
1458	Emphasis on deescalation and training on situations involving mentally ill people	6/2/2020 9:27 PM
1459	Fair application of the law and department policy is a priority. For example, it seems that groups are free to violate the current emergency curfew order as long as they are armed. I understand that there have been nights where protesters are violent, but if they are peaceably assembling and still being dispersed by Salem PD, please understand that you are sending the message that they should bring weapons to be treated fairly. By enforcing policies the curfew orders for protesters, but not for armed groups gathered at storefronts, you are encouraging more people to own weapons, and more open-carry at protests and public events. I imagine this is not the effect Salem PD had in mind since it will make gatherings more dangerous for everyone, and discourage the family-oriented culture of the Salem. If the city enacts a policy such as curfew, enforce it for everyone.	6/2/2020 9:23 PM
1460	Police are not above the law, they protect the law and should be examples of the law. All police officers should be examples. All pilots are required to know how to safely land a plane. All police officers should know how to safely do their job too	6/2/2020 9:21 PM
1461	Don't play favorites. Conservative and religious folk get much more leeway on Salem than the rest of us.	6/2/2020 9:19 PM
1462	The olive should engage more with community orgs to respond in non-aggressive ways, especially to people with mental health, POC, youth	6/2/2020 9:08 PM
1463	Building positive relationships with our communities of color is critical	6/2/2020 9:07 PM
1464	I've seen a lot regarding inequality in the way laws have been enforced lately. I understand that due to limited resources the more urgent or higher risk situation must be dealt with first, but the root cause sounds like lack of manpower. Training regarding mental health issues should be increased and taken seriously. Internal affairs officers should conduct more thorough audits of the force including random body cam footage reviews.	6/2/2020 9:01 PM
1465	Learn peaceful tactics; quit use of excessive force and profiling. Start with deescalation. Treat humans like humans. Treat everyone like they're related to you. All of you don't need to show up, that only escalates things. Domestic violence is real and women count on you with their lives and their children's lives. Show up for them.	6/2/2020 9:00 PM
1466	De-escalation training as opposed to use of force training	6/2/2020 9:00 PM
1467	Someone who is a minority would help build bridges with the community.	6/2/2020 8:48 PM
1468	Arrest more child sex abusers	6/2/2020 8:27 PM
1469	Constant anti-racism and de-escalation trainings.	6/2/2020 8:18 PM
1470	Restorative Justice, Mental Health Services, Deescalation, Social Justice, Non-violent response.	6/2/2020 8:14 PM
1471	Emphasis on responsibility to the community. The police should be keeping all citizens safe not seeing certain people (poor, Black or brown, mentally ill) as threats or not worthy of the same respect.	6/2/2020 8:04 PM
1472	Always use less force	6/2/2020 7:53 PM
1473	Work on implementing deescalation strategies into police training. Use lethal measures only as	6/2/2020 7:39 PM

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an absolute last resort. Ensure that officers are held accountable for unlawful actions. Implement cultural competency training to ensure that every individual is treated fairly and justly no matter their race, gender, sexual orientation, political beliefs, etc.

1474	I want to specify that "fair and just policing" includes EXTENSIVE racial bias and preparedness training. As well as a focus on deescalation rather than criminalizing and acting rashly.	6/2/2020 7:36 PM
1475	I was sickened to hear that the police kindly asked the armed militia wannabes to go inside of the salon, so it wouldn't look like they were playing favorites...right before they teargassed a peaceful unwarned crowd of protestors. They lied to us. They promised us that as long as we stayed peaceful, they would reciprocate. They broke that promise. We did not. Interesting.	6/2/2020 7:36 PM
1476	Police interactions should focus on de escalation	6/2/2020 7:33 PM
1477	Want to applaud the FANTASTIC work of Salem PD during the 2020 Riots	6/2/2020 7:30 PM
1478	Arrest criminals and force D.A. to prosecute	6/2/2020 7:01 PM
1479	I recommend that the salem pd not work with a known white supremacist group known as The Proudboys. There is video on YouTube showing an officer providing advice to them on how to not get arrested, and asking for their assistance.	6/2/2020 6:34 PM
1480	Don't profile	6/2/2020 6:25 PM
1481	I do not trust the police. They do not care about me, never have and never will. They will continue to target innocent black lives and get away with it. Do whatever you want. I have completely lost faith in the system, and I used to be a naive child that trusted police. Now, I wouldn't dare call them under any circumstance. I don't want to die and have it turned on me. I've never done anything illegal in my life, never plan to and I still don't feel safe. I bet you'll all roll your eyes or laugh but it's true. I have learned the hard way to never EVER trust the police. You will end my life, even if I am the one in danger. Your job is to protect white people and yourselves.	6/2/2020 6:24 PM
1482	Tend to issues where peoples' lives are at risk over things like traffic stops. There should be NO quota. If officers are required to do a set amount of stops, no matter how well behaved the civilians are they will be stopped JUST so police save their own skins.	6/2/2020 6:23 PM
1483	defund the police, racism amongst the police force cannot be reformed, the system needs to be rebuilt. the police do not protect people they only uphold the law. either protect everyone equally or abolish it.	6/2/2020 6:19 PM
1484	I think the biggest problem (and this isn't just Salem, although I don't know how much of a problem this is with the Salem PD) is accountability between fellow officers. It seems like there is a mentality to protect officers that are known to do bad things in a lot of police forces nationwide. I don't know how much of a problem this is with Salem PD, but enforcing a policy of "if you see something, say something" and giving officers an anonymous, safe way to disclose incidents, would be fantastic. Also, taking measures to prevent retaliation against people that have reported incidents. Again, I don't know how the Salem PD handles stuff like this as it is, but focus should be placed on that. Thank you for asking citizens for their input. I, personally as a young hooligan had a few encounters with police that never felt unsafe or excessive, but I understand the experiences of the few don't always equate to the experiences of the whole.	6/2/2020 6:05 PM
1485	#BLM	6/2/2020 5:51 PM
1486	Working with minority voices/associations (naacp) to better educate yourselves, and work amongst the community. Policing white conservative (gun) groups more than peaceful protesters.	6/2/2020 5:17 PM
1487	Racism training and de-escalation must become a priority for our police department. Service to individuals and families over businesses.	6/2/2020 5:09 PM
1488	1. Create an independent inspector body to investigate police misconduct and criminal allegations and controls evidence like body camera footage. Any use of lethal force shall trigger an automatic investigation by this body. 2. Create a requirement for states to establish board certification with minimum education and training requirements to provide licensing for police. In order to be a law enforcement officer, you must possess this license. The inspector body in #1 can revoke the license. 3. Refocus police resources on training, de-escalation, and community building. 4. Adopt the "absolute necessity" doctrine for lethal force as implemented in other states. "I feared for my life" is no longer a valid excuse. 5. Codify into law the requirement for	6/2/2020 4:53 PM

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police to have positive control over the evidence chain of custody. If the chain of custody is lost for evidence, the investigative body in #1 can hold law enforcement officers and their agencies liable.

1489	It should be the priority of the entire Salem police department to not prioritize law enforcement based on race, religion or creed. Which we have seen obvious misuse of this over this past weekend.	6/2/2020 4:50 PM
1490	Obviously crime prevention is key to keep our community safer, I want someone who treats Hispanic and white communities the same and as they are our largest minority they should be well represented on the police force.	6/2/2020 4:48 PM
1491	I would appreciate the police department growing in community engagement. I appreciate police coming to neighborhood association meetings. I think Chief Meyer set a good foundation for community relationships; it should be a goal to hire young people from the northeast part of Salem or folks of color for the environment to at least be reflective of the racial and ethnic dynamics of the City if not more folks of color than white officers.	6/2/2020 4:47 PM
1492	Stopp gassing youth	6/2/2020 4:17 PM
1493	Make diversity and community membership a focus for recruitment. Ideally, Police should be members of the community before raising a hand to serve. Ideally, Police should represent backgrounds that reflect the diversity of those they will protect.	6/2/2020 4:16 PM
1494	In these times, it is vital that the next Chief of Police be forward thinking and understand the concerns of minority communities that have often had a difficult relations hip with the police. The police need to be looking out for all the citizens of Salem and be part of the community.	6/2/2020 4:13 PM
1495	duhhhhhhhhhhhhhhhhhhhhhh	6/2/2020 3:53 PM
1496	Ongoing training for all staff in equity issues (race, gender, ethnicity) as well as in communication (mediating, empathy, good listening) are important.	6/2/2020 3:32 PM
1497	1. Create an independent inspector body to investigate police misconduct and criminal allegations and controls evidence like body camera footage. Any use of lethal force shall trigger an automatic investigation by this body. 2. Create a requirement for states to establish board certification with minimum education and training requirements to provide licensing for police. In order to be a law enforcement officer, you must possess this license. The inspector body in #1 can revoke the license. 3. Refocus police resources on training, de-escalation, and community building. 4. Adopt the "absolute necessity" doctrine for lethal force as implemented in other states. "I feared for my life" is no longer a valid excuse. 5. Codify into law the requirement for police to have positive control over the evidence chain of custody. If the chain of custody is lost for evidence, the investigative body in #1 can hold law enforcement officers and their agencies liable. These 5 demands are the minimum necessary for trust in our police to return. Until these are implemented by our state governors, legislators, DAs, and judges we will not rest or be satisfied. We will no longer stand by and watch our brothers and sisters be oppressed by those who are meant to protect us.	6/2/2020 3:30 PM
1498	Many of the priorities listed should not even be ranked. Enforcing lawful and orderly conduct should be a given. Same with fair and just policing.	6/2/2020 3:30 PM
1499	Make absolutely clear that every police officer's duty is to SERVE, not control, the citizens.	6/2/2020 3:30 PM
1500	strengthen use of force policies see http://useofforceproject.org/#project	6/2/2020 3:17 PM
1501	No	6/2/2020 3:13 PM
1502	Yes, stop buying military equipment and concentrate on community policing.	6/2/2020 3:11 PM
1503	No tear has, ever. Cops who break laws get fired immediately, then arrested and tried appropriately. No internal oversight--create external discipline and oversight committees made up of individuals without police ties. No military-grade equipment. Reduce funding for equipment. Appoint minorities into leadership positions.	6/2/2020 3:03 PM
1504	You're doing a great job with all of this un-rest. Thank you for continuing to protect and serve this community & for keeping us safe. Praying for you all to stay safe!	6/2/2020 3:00 PM
1505	Y'all need an anti-racism department stat and you can find the funding in your own pockets	6/2/2020 2:59 PM
1506	Every neighborhood should have officers that they can get to know and interact with regularly.	6/2/2020 2:56 PM

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We should know their names and be able to greet them when we see them and vice versa. They should know our kids. We want to feel like pro, not numbers or just residents. We want officers we can trust to look out for us.

1507	Racial equity and decreased militarism of the police force	6/2/2020 2:45 PM
1508	1. Please demilitarize our police. Safety is always of mind when dealing with the public but when we are policed with violent weapons it trains us culturally to fear the police and to definitely assume they do not work for the care and concern of human life. 2. Please hire/promote someone whose priority is community engagement over law and order. Hire someone willing to stand up and protect the city's residents from harsh federal policing policies. 3. Compassion toward the homeless and a deep passion for finding compassionate solutions. 4. Someone who can prioritize crime reduction and prevention over increasing police presence to deal with crime. Ideally, this person will balance a reduction of their own department's budget to use some of those funds to address the root causes of crime, such as poverty, homelessness, lack of opportunity for youth, etc.	6/2/2020 2:40 PM
1509	Police should be taught how to recognize when someone is signing as a form of communication and should be encouraged to learn basic ASL and other means of communication.	6/2/2020 2:15 PM
1510	Restorative justice training and mindset	6/2/2020 2:00 PM
1511	Don't be racist	6/2/2020 1:36 PM
1512	Just don't be willing out on people of color. We're watching you and won't take any BS.	6/2/2020 1:18 PM
1513	Stop gassing peaceful protests you moron [Expletive]	6/2/2020 12:39 PM
1514	I shouldn't have to be scared of the police while I'm walking down the street	6/2/2020 11:54 AM
1515	Proactively have body and/or car cameras on all active duty officers. Increase training on recognizing and overcoming stereotypes and inequities in policing methods	6/2/2020 11:50 AM
1516	The new police chief should represent diversity in gender, race, and/or nationality. The department should de-prioritize enforcing and prosecuting low-level offenses, and reclassify misdemeanors as civil infractions, whenever possible. The collateral consequences of criminal offenses should be reduced (employment, immigration, parenting and public housing status should not be threatened). Alternatives to monetary payment should be available (community service, etc.). Police should be better trained to identify and confront addicts and mentally ill people using de-escalation tactics, and high quality data collection and analysis. All policing policies should be evaluated to determine the potential racial impact. Police always obey the Fourth Amendment.	6/2/2020 11:43 AM
1517	I am a Mexican born male that is now a us citizen and in the view interactions I have had with the Salem I have always been made to feel like I don't belong here because I am not a white person. I would just like to feel like I am a member of the community and not some outsider that the police need to fear.	6/2/2020 11:35 AM
1518	compassion	6/2/2020 11:09 AM
1519	Non violent conflict resolution. ANTI-racist policies. No use of excessive force. Officers need to expect to face criminal charges for using excessive force or racial profiling. Less patrolling, more serving and protecting.	6/2/2020 10:59 AM
1520	Every officer should wear body cams while in uniform. There should be a citizen oversight committee with real punishable powers to oversee fatal encounters with police officers. The next police chief should make these a priority	6/2/2020 10:58 AM
1521	N/A	6/2/2020 10:40 AM
1522	I would like to see the department discard or destroy all tactical and military weapons, especially those purchased under the 1033 program.	6/2/2020 10:35 AM
1523	Strong policies to discipline officers who abuse their power, especially in cases of violence. Transparency and accountability to the public. Deescalation. Stop targeting minorities and the homeless.	6/2/2020 10:24 AM
1524	No, I think the Salem police does a great job	6/2/2020 10:02 AM
1525	Stop telling us to go somewhere were other officers are waiting for us to arrest us and kettle us	6/2/2020 9:59 AM

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into they're hands and then arrest the literal teenagers that were trying to speak up. Don't shoot at medics trying to help people. Normal human being stuff. Also, stop colluding with 3%ers.... we hear you on the live streams. You say you don't want to play favorites, but sure seems like you are according to your words and actions.

1526	I would like to see police enforce the law without unnecessary force, only using force when truly necessary.	6/2/2020 9:36 AM
1527	The priority of Salem's police department should be training to lessen police brutality, training to enhance empathy for the citizens they serve, and the elimination of officers who use excessive force.	6/2/2020 9:32 AM
1528	Stop beating innocent protestors for exercising what's within their rights to assemble. Inhumane individuals become cops.	6/2/2020 9:32 AM
1529	Stop throwing tear gas at peaceful protesters, killing black people and terrorizing your citizens	6/2/2020 9:22 AM
1530	Taking diversity training more often. Maybe some sort of psych eval that reveals racial prejudice in officers. Compassion training. Maybe joining a big brother/sister program for minorities.	6/2/2020 9:21 AM
1531	Police must be held accountable the same way as any other citizen who commits a crime that means being held without bail until a judge can set bail. Removed from office with out pay if there is a question as to their ability to police with compassion. Any hiring must require a thorough delving into any abuse in their past.	6/2/2020 9:09 AM
1532	Stop shooting people. Stop beating people. Stop being [Expletive] heads.	6/2/2020 9:09 AM
1533	Serve and protect instead of attacking children.	6/2/2020 9:08 AM
1534	Stop playing favorites with white supremacist vigilantes who keep waving guns at peaceful protesters.	6/2/2020 9:07 AM
1535	There MUST be a collaboration between police departments, local governments and unions to enact a system to dismiss and "decertify" police who use both unnecessary and/or excessive force on civilians. If the union won't cooperate then they MUST be publicly called out for their racism so we the people can clearly see the bottle neck!	6/2/2020 9:03 AM
1536	Focus on community engagement, de-escalation, and demilitarizing the force.	6/2/2020 9:02 AM
1537	Defund the police department and all of you should lay down your badges and go home. We don't need police, we need citizens who are willing to do what's right, not just follow the orders of their chief.	6/2/2020 8:59 AM
1538	The department shot rubber bullets at fleeing children last night.	6/2/2020 8:56 AM
1539	Stop teargassing peaceful protesters Stop working with White Supremacists Kill yourselves	6/2/2020 8:46 AM
1540	Diffusing violence rather than using force	6/2/2020 8:41 AM
1541	They teargas children.	6/2/2020 8:39 AM
1542	The first question was incredibly loaded. I think the Salem Police Department is full of power hungry bigots that would rather buddy up with right wing gun fanatics than truly give back and care for our city. Where on the list does it rank your desire to harass and destroy property of the houseless population? Where on the ranked list does it put the desire to tear gas peaceful protesters? You should all be ashamed of what you do for a living. Your priorities are absolutely skewed and shameful.	6/2/2020 8:36 AM
1543	STOP TEARGASSING CHILDREN	6/2/2020 8:25 AM
1544	Abolish yourselves	6/2/2020 8:25 AM
1545	Continue to build bridges between all communities. Police yourselves as hard as you police the public. Speak out publicly when injustice happens by the hands of police no matter where that happens. The public needs to see our local authorities hold themselves accountable to the same standards they ask from us.	6/2/2020 7:59 AM
1546	Focus on de-escalation training and use funds in better ways	6/1/2020 11:30 PM
1547	We need to build relationships between police and community. We need to avoid using tactical gear and armored vehicles when addressing community needs related to protesting. Like	6/1/2020 11:19 PM

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Salem shouldn't have an armed vehicle called "the beast."

1548	Less focus on speed traps and more focus on the homeless crime and public indecency. More focus on reducing drugs in the streets.	6/1/2020 8:36 PM
1549	I find their responses to the protests to be horrifying. Your officers are thugs with no desire to help others.	6/1/2020 8:25 PM
1550	Concerted effort to increase diversity of the police force	6/1/2020 8:04 PM
1551	Prioritizing continued racial justice and de-escalation training. Prosecuting officers who break the law. Increasing positive relations with black and brown people of color.	6/1/2020 7:29 PM
1552	Incorporate large sweeping police reforms to more safely police our community - joincampaignzero.org	6/1/2020 7:06 PM
1553	Approach situations with calm and balanced energy. Stop Profiling people of color	6/1/2020 5:25 PM
1554	As police in a state capitol, officers need to be trained in First Amendment rights and restrictions as it pertains to rallies and protests. Armed gangs should not be allowed downtown for any reason.	6/1/2020 4:49 PM
1555	Priority needs to happen for prevention and investigation, plus keeping the police in check with monitoring via body/cruiser cams and open mikes	6/1/2020 4:44 PM
1556	The use of tear gas is inhumane. The use of excessive force is inhumane. It all starts to change or we're all voting you out.	6/1/2020 4:35 PM
1557	Following up with those who filed a police report	6/1/2020 4:23 PM
1558	De-escalate. De-militarize. Sell the Beast. Leave the riot gear at home. Walk with us on the street-- not amped up on 'roids and ready to kill. We are the city of peace. Peace isn't sustainable under an armed occupation.	6/1/2020 3:46 PM
1559	Hate groups shouldn't be allowed to menace on the streets with loaded AR-15s during a curfew while peaceful protesters are attacked with non-lethal weapons. Nobody checked the concealed carry permits of the group on Ferry and Liberty and the police thanked them at the end of the night. That is disgusting in my opinion.	6/1/2020 3:35 PM
1560	equity, diversity and inclusion training for the entire department	6/1/2020 11:01 AM
1561	fund a CAHOOTS style program increase training for deescalation of force and conflict mediation & avoidance hire more women & backgrounds in social service / community support	6/1/2020 10:09 AM
1562	Officers to be trained in trauma informed care	6/1/2020 9:00 AM
1563	Prior experience or knowledge of Salem and an existing, well established foundation in the community	6/1/2020 8:51 AM
1564	Prioritize implicit-bias training for police officers, stop overpolicing Black and Brown people, reduce harm	6/1/2020 7:30 AM
1565	This survey design is completely counterintuitive- most lists you rank the top priority at the top and the bottom at the bottom. Several people I know did it the intuitive way ... thereby entering in the opposite of what they wanted.	6/1/2020 6:33 AM
1566	Would like to see more smaller crimes actually being punished	6/1/2020 3:28 AM
1567	Enforce the rules for cops that citizens are expected to follow. Engage minority communities.	6/1/2020 1:27 AM
1568	We need more training to break down police bias. We need more community based policing. We need transparent policing. We need a clear mission of racial and socioeconomic equity in policing. We need cops who build relationships with all communities in Salem. We need more recruitment of police from communities of color and other historically disadvantaged communities.	5/31/2020 11:22 PM
1569	All of the above priorities are important and they are difficult to rank because I feel the police should do them all	5/31/2020 9:27 PM
1570	Please work to emphasize de-escalation tactics, community engagement. Additionally, I would love it if the force underwent continued bias and anti oppression training to ensure that they are fair and just in their actions.	5/31/2020 9:13 PM

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1571	No	5/31/2020 8:33 PM
1572	Non militia attitude. Keep everyone safe. Communicate. Problem solve	5/31/2020 7:56 PM
1573	Be engaged with our community, and continue to make Salem the safe place it is today.	5/31/2020 7:35 PM
1574	Policing should be fair and just with no discrimination	5/31/2020 7:18 PM
1575	Build a Better Policy for Auto Break-In's. On Two Separate Occasions, ive had vehicles broken into...No one came out to do a DNA Swab or show an effort to want to take the Report. When it comes to Auto theft, It feels like SPD or MCSO wont go to any length to find leads. Ive had to do it Each time. And then the DAO desides to withdraw Prosecuting, yet Reserves the right to do so later. However, i dont get Anything, No Restitution, Absolutely Nothing! Where's the Justice in That? How are Your Assesst Fines More Important to Restitution Anyways? The Agency or the Court System isnt the Victim. So forgive me if I feel i have to take matters into my own hands when i get stuff Damaged or Stolen from me!	5/31/2020 5:48 PM
1576	More Community Policing. Cops should be human rather than "special".	5/31/2020 5:45 PM
1577	Yes. The priority should be protecting and serving the citizens of Salem not protecting and serving rabble rousers with guns walking around downtown.	5/31/2020 5:38 PM
1578	Hire more people of color and women. And promote them.	5/31/2020 5:24 PM
1579	Be much more proactive with all members of the community, not just the well to do or Chamber of Commerce members. Creating good relationships with the lower income citizens adds trust and less crime.	5/31/2020 4:19 PM
1580	I think that cops should feel safe and encouraged to report on racist, or unnecessarily intimidating or violent behavior of other cops. I think cops should live where they patrol.	5/31/2020 3:51 PM
1581	I want to ensure that rogue citizens aren't allowed to come out and aim their guns at local citizens. This should never be allowed. We are not a police state. Vigilantes should not be praised by our law enforcement, but be asked to leave, and put their guns away.	5/31/2020 3:17 PM
1582	No	5/31/2020 12:24 PM
1583	Love seeing officers interact with the community. Showing respect for all individuals is so important for a strong town.	5/31/2020 12:24 PM
1584	Almost all high priorities, and hope there are enough officers to carry out.	5/31/2020 12:12 PM
1585	Work to understand the political dynamics in same before painting a protest crowd with one brush.	5/31/2020 11:59 AM
1586	Equity, honesty and inclusion	5/31/2020 11:41 AM
1587	I want my community's police department to be a model for trust building, positive engagement and fair treatment particularly with regard to the black, indigenous, and people of color communities. I want the police in my town to take anti racist practices seriously and to be held accountable for their actions.	5/31/2020 11:25 AM
1588	Racial equity and addressing racism in our community is #1.	5/31/2020 11:18 AM
1589	Make holding police officers accountable for their actions a priority. Promoting a culture of peace among their ranks instead of shielding them and protecting them from consequences of their own wrong doing. Promote an atmosphere where domestic violence perpetrated is unacceptable Not covered up.	5/31/2020 11:04 AM
1590	The police department should consider the creation of a sworn reserve program. Officers should engage in more walking beats in the downtown area and create liason programs with state agencies in the area.	5/31/2020 10:42 AM
1591	We wish to thank Chief Jerry Moore for his long and excellent service to our community. I hope the search for his replacement could attempt to identify a person with similar qualities and a blend of state of the art police techniques and a human sense of compassion and justice.	5/31/2020 10:28 AM
1592	We need more officers. A new chief needs to add officers.	5/31/2020 10:20 AM
1593	Strongly consider a candidate who is from a minority background. One who has extensive knowledge and experience on culturally responsive practices. A candidate that understands	5/31/2020 10:20 AM

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how to use data to address issues of disproportionality in crime among the different cultural groups.

1594	Our policy department needs better accountability. And needs to focus on deescalating instead of instigating.	5/31/2020 9:56 AM
1595	They rubbed elbows with AR-15 wielding white supremacists all night. Disgusting.	5/31/2020 9:50 AM
1596	I believe that the Chief of Police set the tone and the performance and conduct standards for the entire force. This person must be professional, unbiased, committed to equity, patient, and approachable. That's how I want to continue to describe Salem PD.	5/31/2020 9:43 AM
1597	You deserve double the pay you receive. BUT aggressive police need to be removed. Officers that are complacent in reporting abuses of power and excessive force should also be removed. To many guys with "look at my big dick" attitudes on the force. Your culture needs a complete overhaul.	5/31/2020 9:37 AM
1598	Listening to the community, protecting poc, allowing peaceful protest, let houses people be, check your power and privilege, report bad cops, no power hungry a-holes	5/31/2020 9:28 AM
1599	End racial disparities in policing (i.e. stop killing black people).	5/31/2020 8:59 AM
1600	Leadership around racial equity	5/31/2020 8:44 AM
1601	Demilitarization of Police	5/31/2020 8:32 AM
1602	Strong training and recruiting program that emphasizes fair and just treatment for everyone regardless of race, sexual orientation, etc. Thorough background research and vetting on applicants' attitude toward race, etc.	5/31/2020 8:05 AM
1603	Body cameras on all police officers. Data on who they pull over and who they arrest to determine if racial profiling is happening. Anti-racism training to understand their own biases and the systemic racism people of color face in Salem and in Oregon.	5/31/2020 7:39 AM
1604	The focus needs to shift toward community relationships and fair and just policing. I don't want a police chief who will turn a blind eye to racially unjust practices. I want to see my police officers forming relationships out in the community so that the first time we see them isn't when someone calls 911.	5/31/2020 7:22 AM
1605	Your department has been unruly to the houseless, that must stop. They have over policed and profiled our North Salem neighborhoods and feel they do not need to earn the respect of the people. Generations will be forever impacted by the lack of positive engagement.	5/31/2020 7:09 AM
1606	Black lives matter. Hold officers accountable. Mandatory education and training not only on non-violent tactics and implicit bias, but also attendance of seminars regarding the history of treatment of people of color in Oregon. I highly recommend reaching out to Walidah Imarisha - her presentations are incredible. You can also view her work here at www.oregonhumanities.org .	5/31/2020 7:07 AM
1607	Salem crime stats have been offline for >6m (not acceptable). SPD claims not to know ppl's housed/sheltered status, so can't report # citations, arrests, deaths, etc. (not acceptable). SPD has archaic notions viz homelessness (not acceptable). New chief needs to be familiar with and endorse the best scientific policies viz what works and what doesn't in responding to homelessness (versus complaints about homelessness), refuse to support efforts to enact further prohibitions of "acts of living", and refuse to pander to ignorant calls to "balance interests." New police chief needs to be a-political, tough, smart, tell the truth.	5/31/2020 6:49 AM
1608	Less time on ticky tack traffic violations and pulling people over for burning out headlights, and more time solving car thefts and break ins.	5/31/2020 3:06 AM
1609	I have felt unsafe when approached, on a couple of occasions, by Salem police on and off duty. I think conduct and community engagement could help as well as implicit bias training.	5/31/2020 2:10 AM
1610	Salem PD needs more hiring diversity as well as Diversity, Equity, and Inclusion trainings. Police should reflect the community and any officer with a record of abuse or misconduct needs to be investigated with the full support of the Police Chief.	5/31/2020 1:49 AM
1611	Partner with neighborhoods on how to best help homeless residents while keeping everyone safe and feeling respected/recognized	5/30/2020 9:48 PM

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1612	Police should be responsive, not going around and looking for crime. When you're looking for crime, you'll probably see something that you believe is a crime.	5/30/2020 8:51 PM
1613	Creating an app where citizens can report crimes, areas of concerns, etc	5/30/2020 8:41 PM
1614	Bias training and anti-racist practices should be priority #1.	5/30/2020 8:38 PM
1615	Maintain the integrity of the Police Department that Chief Moore has made the culture within the department.	5/30/2020 3:41 PM
1616	Continue to build community and partner agency confidence	5/30/2020 3:31 PM
1617	I believe everyone in law enforcement needs more information about dealing with people suffering mental breakdown episodes.	5/30/2020 2:25 PM
1618	Addressing the homeless, pan handlers camping along roadsides, leaving garbage everywhere	5/30/2020 1:33 PM
1619	Traffic enforcement is basically non existent and is ruining the quality of life in many neighborhoods, especially on so called "collector streets." Posted speed on our street is 25. 45+ is common. Not to mention the horrific red light running.	5/30/2020 1:05 PM
1620	Body cams on all officers when interacting with the community	5/30/2020 12:13 PM
1621	Require all employees at every level in the agency to engage in explicit anti-bias, anti-racist learning opportunities and implement system-wide changes that will encourage further conversations and the dismantling of systemic oppression.	5/30/2020 10:01 AM
1622	I experience with Salem police they are too much in the macho image and not about really engaging in the community. No all officer but most. We need a truly community orientated policing and not the power over system that many of our officers are acting out on. That mean officers getting out of their cars engaging with the community and hearing what we need. Not being into this power over. We the full community know more about what is wrong and what needs to be policed. It should be be about being accessible to the community but reaching out to the community and following the full communities direction - not just the chamber of commerce.	5/30/2020 9:44 AM
1623	Please only select the very best of us to be officers. Authoritarians, racists and bullies seem to gravitate toward your line of work.	5/30/2020 9:34 AM
1624	strong enforcement to discourage homeless people from interfering with other people	5/30/2020 9:29 AM
1625	More staffing. Salem should have, at least, the national averages for staffing and response times.	5/30/2020 9:26 AM
1626	We lived in the PDX metro from 2011-2018, made a detour in Phoenix, AZ for two years and just returned to Oregon. Salem has been our home since March 16, 2020. We are thrilled to live in a smaller city and metro area. From what we have witnessed - law enforcement and first responders have really stepped up in the midst of our ongoing global pandemic and public health crisis, unemployment, and homelessness. Thank you!	5/30/2020 9:08 AM
1627	Thanks for the survey but it would be nice to have definitions of what you mean above. Fair and just policing? Could mean so many things. I'd like for community engagement and relationship building to be at the top so officers don't look at everyone like they're criminals, but instead as a member of the community. Empathy is leadership!	5/30/2020 8:48 AM
1628	Traffic safety and other data-focused work (stopping behaviors that do the most physical harm) is a big priority.	5/30/2020 8:43 AM
1629	No	5/30/2020 8:40 AM
1630	Stop profiling Hispanic people	5/30/2020 7:09 AM
1631	Crack down on local white supremacy groups, don't racial profile, hire bingual staff, prioritize REAL CRIME not drug petty drug possession focus on prevention and rehab, be kind to the homeless.... just be empathetic	5/30/2020 6:13 AM
1632	Address homeless impact on public spaces	5/30/2020 5:54 AM
1633	Be approachable and genuinely engage.	5/30/2020 4:43 AM
1634	Commitment to training all officers in deescalation and anti-racist policies and procedures. An	5/30/2020 2:05 AM

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understanding that serving the city means to come under the people and lift them up rather than coming from above and keeping them down and under control.

1635	It seems silly to rank things like crime prevention with things like neighborhood quality of life. The police department's first job should be to protect--fairly and justly. It's also their second.	5/30/2020 12:38 AM
1636	More officers, racial sensitivity, do not cooperate with ICE, weed out the murderers.	5/30/2020 12:31 AM
1637	Continue the culture created under Chief Jerry Moore.	5/29/2020 11:38 PM
1638	How do you determine the candidate's personal integrity and belief in fair treatment of ALL people, whether they are US citizens or undocumented immigrants? And whether they are of other minorities groups?	5/29/2020 10:45 PM
1639	What does quality of life issues mean? If I had to guess it would be broken window policing. I think you all need to be more preped to hold citizens accountable for talking with their nieghbors BEFORE call the police. Calling the police is a violent act. If you only have a hammer then everthing looks like a nail.You need to think about how you can solve problems instead of just throwing people in jail.	5/29/2020 9:38 PM
1640	Racial justice is huge. Enough with racial profiling in Salem. We need someone who wants to change the culture of local police.	5/29/2020 9:33 PM
1641	No	5/29/2020 8:45 PM
1642	Accelerate Leveraging Technology As we move forward.	5/29/2020 8:35 PM
1643	I wish Salem Police to make a statement about commitment to all citizens in this community in light of George Floyd	5/29/2020 8:28 PM
1644	The Police Department needs to mirror the racial and ethnic make-up of Salem. The Police Department needs to support and participate in Salem's policies on being a sanctuary city and having a climate change plan, etc.	5/29/2020 8:25 PM
1645	... need a much stronger public accountability and evidence transparency (online publically inspectable data) for critical incidents where misconduct and/or "blue wall" cover-ups are in play ...	5/29/2020 8:20 PM
1646	No	5/29/2020 7:52 PM
1647	Clone Chief Moore.	5/29/2020 7:36 PM
1648	ACAB	5/29/2020 7:30 PM
1649	More officers should spend more time on foot, in the community, not equipped for battle.	5/29/2020 7:27 PM
1650	Don't target black men	5/29/2020 7:16 PM
1651	Interaction with youth should help reduce future crime	5/29/2020 5:15 PM
1652	The Police Department is responsible for law enforcement and does not have the resources to solve the ills of society. The PO cannot solve homelessness , that is the charge of other government agencies.	5/29/2020 5:15 PM
1653	Chief should have demonstrated effectiveness working in communities of color and with other marginalized groups.	5/29/2020 5:09 PM
1654	Increase diversity	5/29/2020 5:09 PM
1655	It's unclear to me how a police department can prevent crime.	5/29/2020 4:01 PM
1656	Declare Antifa a terrorist organization!	5/29/2020 3:56 PM
1657	Someone willing to take a stand and not just say a cultural shift is needed, but follows through. Creates a qualified citizen review board/ombudsman office that works with IA as a first step - not as an appeals process	5/29/2020 3:54 PM
1658	Addressing racial inequities. Becoming a leader in reducing police brutality. Increase community connections and help develop strong communities so we don't have to rely on the police to enforce.	5/29/2020 3:53 PM
1659	How about putting the needs of homeowners and victims of crime above the law-breakers and	5/29/2020 3:47 PM

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	homeless population. Theft is a huge, huge issue in Salem!	
1660	Visibility in community. On the streets and in businesses building relationships. So much tougher to be mad and condemning when you know the people and "business"	5/29/2020 3:45 PM
1661	We need compassion from our police officers when dealing with the homeless. "A society is judged by the way it treats its most vulnerable."	5/29/2020 3:42 PM
1662	Please apply enforcement of basic laws regarding trespassing and litter to homeless population.	5/29/2020 3:41 PM
1663	I just think we have to give our community neighborhoods some priority. To not feel safe or respected in your neighborhood is sad. And to have it abused w/ reckless driving, theft, or trespassing isn't fair to those who try to be a community. When the cars fly down my street so fast it makes you cringe and hold your breath waiting for the accident. I've had a vehicle end up on my front yard and then run and it just makes you angry. I wish we could put down tack strips or put in speed bumps. We are a half mile residential street and it seems like we are I-5 at times	5/29/2020 3:41 PM
1664	Yes. Whoever you hire needs to understand that policing in minority communities must be informed by an understanding of systemic, historic racism.	5/29/2020 3:22 PM
1665	Enforcement of Traffic Laws, especially speed restrictions	5/29/2020 3:14 PM
1666	I think that the listed priorities are loaded with assumptions. I think police should enforce the law and solve crimes. How you do that is a different question, but that's all lumped together here. So you are asking me whether it is more important to engage with youth (for example) than to solve crimes? No, but engaging with youth might be a way to solve or prevent crimes; it's not a goal BY ITSELF for police, only insofar as it leads to results.	5/29/2020 11:21 AM
1667	I only marked three because the rest are not priorities for me. Another priority for me is cost reduction. In Salem we spend a tremendous amount for the SPD even though crime is at an historic low. As a result we don't have the funding we should have for parks, libraries and other City services that really would improve "neighborhood quality of life." We need to end "empire building" in the SPD and look for ways to lower the excessive cost of policing in Salem.	5/29/2020 9:47 AM
1668	Be visible; be positive!	5/29/2020 7:32 AM
1669	No	5/29/2020 5:17 AM
1670	Need more officers!! So much more to do but staff is limited.	5/29/2020 12:14 AM
1671	Someone deeply knowledgeable and with a strong track record of building trust in non-white populations. Believe in community policing. Doesn't just train in de-escalation but holds it as a very high standard. Help eliminate the "no snitching" without consequences unsaid policy often rampant in law enforcement.	5/28/2020 11:45 PM
1672	Do Black Lives Matter? That should be the focus	5/28/2020 10:39 PM
1673	Please don't be racist. Treat all people with respect. Have compassion for all and be kind.	5/28/2020 10:24 PM
1674	I absolutely hate the fact that you're guiding our answers with 8 pre-determined suggestions. You should know better and this survey does not show an actual representation of our priority views.	5/28/2020 10:10 PM
1675	So many stolen vehicles, property, and package theft. It's getting out of hand. Homeless people getting more aggressive panhandling, it's feeling unsafe.	5/28/2020 9:19 PM
1676	Smile would ya?	5/28/2020 9:18 PM
1677	Crime prevention is impossible, but being fair and just isn't.	5/28/2020 9:01 PM
1678	What does "neighborhood quality of life" mean? This is an incredibly ambiguous category that can be interpreted in many different ways, and seems entirely without value in this context. "Fair and just policing" must be understood to mean to refer to different racial and ethnic groups, socioeconomic classes, and otherwise marginalized communities, such as the mentally ill and homeless populations. Policing must not target any already disadvantaged group at the behest of business interests or the middle-class white establishment.	5/28/2020 8:36 PM
1679	Compassionate community policing with houseless persons instead of treating them like criminals.	5/28/2020 7:34 PM

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1680	Continue with Chief Moore's direction.	5/28/2020 7:16 PM
1681	Work well with other law enforcement agencies and with other community partners	5/28/2020 7:02 PM
1682	LEAVE GUNS AT THE STATION	5/28/2020 5:38 PM
1683	Question 1 should not be taken as #8 is Not Important, but less important than others. This should be a relative positioning, not an absolute one.	5/28/2020 5:29 PM
1684	Please think about having a good relationship with the Deaf people in salem. Need access fast and be able to communicate during emergencies. Signers need equitable access and to not feel like officers are talking behind their backs and keep them informed every step of the way.	5/28/2020 5:19 PM
1685	Enforce the restrictions on "house less" individuals fighting, using drugs in the open, urinating and dedicating, and littering.	5/28/2020 5:17 PM
1686	Keep the scanner as is...allows for transparency. Keep doing what you are doing.	5/28/2020 5:12 PM
1687	Equal protection under the law is needed. Racial profiling seems to be alive and well in Salem.	5/28/2020 5:07 PM
1688	The homeless problem and corresponding crime needs to be addressed in west Salem. We are ignored as a community.	5/28/2020 4:40 PM
1689	<p>I believe that although enforcing the laws are paramount to are American way of life somethings like traffic in fractions criminal and/or not criminal any drug related offenses especially regarding personal use or non-sizable quantity so anything less than like a half pound should not be criminally prosecuted and/or arrested or detained. If you think of it you didn't these terms if a car equals a horse and back in the old days everybody knew how to ride a horse but there wasn't somebody ticketing you for riding backwards on that horse or shooting beer bottles in the air on that horse as in today's times every car for sale is basically a horse for sale I could go find a horse on any corner of Any Street in America purchase it and buy it Takeoff and drive in it. If you want to police how people drive their own personal property then you need to stop the production of cars and have government issued car per family if you want to issue citations B. Face-to-face On the face of it the addiction problem in America or the disease of addiction is a cold hard fact that two out of five Americans suffer from these addiction problems with illicit drugs a total of three out of five Russell with addiction which addiction may not be drugs but gamblingOr any other type of stimuli in which one will obsess over regardless of the harm it may cause them physically mentally monetarily in example. (your mother has Alzheimer's, you have your mother at home because you do not want to have her in a facility unfortunately your mother may develop a urine smell due to the fact she forgets how to P and you know he stinks now because of your mothers disease and her lack of cognitive memory on how to use The facilities for waste removal you are now charged with some type of endangerment and/or Canik abuse or some other type of felony crime because if you log your mother using your care smell like P and somebody might call some agency in which we perceive Will bring about some type of criminal action against you so is it against our better judgment that just because we have a disease gives us the right to jail incarcerate fine or Lebanese some type of punitive punishment I think that is so horrible that we have actually become that way in society if we spent 110 of the money we spent on one drugs for mental health and disease preventative Three out of five gel pads will be up play [Expletive] the burden placed upon taxpayers to criminally pursue and Leavine sanctions upon the citizens and deprive them of their constitutional rights by disenfranchising them because of a disease that alone should be criminal. You wouldn't lock up and give somebody a jail sentence for having down syndrome and not knowing that a inappropriately judgments of the public would be a sex crime would you charge someone with down syndrome with a 6 g Indica go to prison because there because they're disease degenerative and sheen problems is with that be OK liking that you won with an addiction problem Think of this if the decriminalization of all drugs were to happen then drugs would be ready to leave bailable for anybody who wanted to do them natural selection and evolution would weed out the ones who had the harder problems by either unfortunately passing away due to their addiction and/or medically be burdened for care of the rest of the life people would not steal or commit crimes in order to obtain drugs no drug dealers and cartels They would not have the economic prowess they have today if the monetary value drugs for nothing if they were made so readily available that anybody could go get whatever drink that way what are they wanted without subjugating themselves to criminal yell and/or any social distain I do believe that the allure of using drugs would be the biggest determined I'm not doing the drugs yeah it's like playing hopscotch yeah we all know we can play hopscotch Or any other type of stimulus play flying a kite or running a marathon or the countless countless compare abilities I could use you know one way really want you OK for years because the</p>	5/28/2020 4:37 PM

Chief of Police Survey for the City of Salem

allure of doing something that is deemed unsociable or illegal or illicit with no longer be there
 And let's get down to it I am he just plays disenfranchised drug war refugee in my own country
 who has less constitutional rights and/or Gymboree third or fourth class citizens regardless of
 my citizenship being born here in America has been stripped from me for my lifetime I'll
 because I had a disease I'll because you want to war on drugs

1690	It's difficult to see some of these as separate issues.	5/28/2020 4:28 PM
1691	Enforce all laws on the books, like Loitering	5/28/2020 4:13 PM
1692	I am very concerned with policies that will ensure the safety of all individuals - both suspects and 'civilian' neighbors. I am particularly concerned with the wellbeing of people of color suspected of committing crimes.	5/28/2020 4:07 PM
1693	The previous question took away my actual ratings, and replaced them with a set that only used each number once. If that is the way the question is supposed to act, your instructions should say so.	5/28/2020 4:04 PM
1694	More visibility around parks and homeless camps. I have experienced several thefts and vandalism. Enforce laws so our parks are family friendly. Enforce littering laws.	5/28/2020 4:00 PM
1695	So far I have had no problems with Salem police personally. I know others who have. I want to be sure whoever is hired respects the diversity of Salemites in race, religions and activities.	5/28/2020 3:53 PM
1696	In the many marches, protests, hearings, and demonstrations I've attended in Salem I've never heard, seen, or read of problems of respect with the SPD, or the OSPD. Once used my privilege to talk down an incident between Antifa and OSPD, but nothing negative with SPD. Thank you, sincerely.	5/28/2020 3:42 PM
1697	First, # 1 was very poorly written Second, assuming that anyone is going to pay any attention, the new sheriff needs to be up on addressing the needs of all members of the community, especially those of color and those "undocumented". We don't need another Minnesota type incident. The new sheriff needs to be aware of the issues being perpetrated by white supremacists. Being a person who is well aware of my white privilege, this division must stop.	5/28/2020 3:12 PM
1698	We must work to fight institutionalized racism and police brutality should not be acceptable. I've heard good things about Salem police, and that must continue.	5/28/2020 2:29 PM
1699	Traffic law enforcement. I have lived in many cities in Oregon and Salem has the most drivers running red lights out of any city I have lived in.	5/28/2020 2:29 PM
1700	Police training	5/28/2020 2:15 PM
1701	More/better education regarding police racial bias for officers AND general public.	5/28/2020 2:10 PM
1702	Militaristic policing is frightening to the public. Chief Moore has done a good job on community policing, please build on that base.	5/28/2020 1:48 PM

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#	RESPONSES	DATE
1	Our police have done an amazing job protecting our citizens and businesses!!! Fantastic work officers!	6/19/2020 6:23 PM
2	No	6/19/2020 12:57 PM
3	Cultivating leadership and dissecting what that really looks like within a police department. Leadership is about making an impact on a person or commit to the point where those qualities are alive and well in situations where police aren't present. It's about affecting people that makes them want to be better. Look into leadership summits and seminars.	6/14/2020 11:29 PM
4	I would prefer a person that represents the community. A person with policing skills but also savvy on subjects of Equity and Diversity.	6/14/2020 9:17 PM
5	The priorities can be worked on by more than just police officers, partenering with social workers and mental health professionals should be key	6/13/2020 8:55 PM
6	Defund and put the money into mental health and substance abuse treatment.	6/13/2020 5:02 PM
7	I appreciate having police in our town, schools and community.	6/13/2020 1:17 PM
8	First put own house in order. Create and enforce policies to reveal and rid the force of cops with violent response histories.	6/13/2020 12:18 PM
9	Many of the "priorities" can be solved by agencies other than the police department.	6/13/2020 10:30 AM
10	They should be working together with mental health organizations to address appropriate calls involving homeless, domestic abuse and addiction	6/13/2020 10:08 AM
11	A lot of your so-called priorities are better handled by people who are not cops. Social workers, counselors, interventionist workers in human services better serve the community then overworked, under trained police officers.	6/13/2020 9:42 AM
12	Actively take steps to stop racial profiling. It does happen in Salem, and it needs to stop. Train and determine purpose of SROs in school	6/13/2020 8:39 AM
13	They should have to undergo a full psychiatric evaluation. They should also be trained by Corporeal Mark Seyfried, because he is the epitome of what a good cop is. He is good with the public, doesn't abuse his power (as far as I know), and he is one of the best police officers I've ever met.	6/13/2020 6:34 AM
14	Stop favoring armed white people over peaceful protesters. Ban tear gas and rubber bullets. Please stop terrorizing our citizens.	6/13/2020 1:47 AM
15	Stop protecting white supremacists with guns and start protecting everyone else from the white supremacists with guns	6/12/2020 10:57 PM
16	Restorative Justice, quit traumatizing kids of color, if someone follows a black kid to report him, the STALKER is the problem, not the kid, stop teargassing peaceful protesters. No more police in schools. Advocate for multi-discipline teams	6/12/2020 10:11 PM
17	I want to see School Resource Officers pulled out of schools. Schools with SROs only contribute to the School-To-Prison Pipeline, instead of providing mentors to students that can provide mental health support and resources. In every school in Salem that I have attended, or worked in, the ONLY thing I have ever seen SROs do is flirt with underage girls. And I NEVER spoke up because I was scared of approaching a police officer. I want to see the police department be defunded so that tax-payer dollars can be focused on community programs centered on social workers that deal with addiction, mental health, and other issues that lead to "broken window" infractions. Our homeless population is growing, and rather than providing support for these people, we are criminalizing them. The department slaps them on the wrist and then sets them free to spiral into the same situations without giving them needed resources and supports. I want to see trained social workers, not police officers, arriving at domestic abuse situations, or child abuse and neglect situations.	6/12/2020 9:14 PM
18	The number one priority right now should be dismantling the structures of racism in our community. The city needs to take drastic measures to ensure we are on the right side of history. Salem needs to be a safe and welcoming community for all people.	6/11/2020 11:24 PM
19	Police officers are individuals that should make the community feel more comfortable living in it	6/11/2020 3:29 PM

City of Salem - Chief of Police Survey

and not to have fear in seeing police officers. In many occasions police officers are very aggressive individuals without needing to. I know this is hard to correct or impliment but it is definitely something that police officers need to be aware of. Yes they are here to protect us and they are in harms way most days but they should also understand that not everyone is malignant to the community. I appreciate the work that police officers that make humanity feel comfortable. Not all do but I appreciate those that do.

20	It should be more challenging/longer process to become a police officer	6/9/2020 4:24 PM
21	I think mental health should be a priority, and involving a crisis response team with trained de-escalators and counselors would be beneficial to the community.	6/9/2020 11:55 AM
22	You all do a great job. So grateful you put your lives on the line for us every day. This world is scary right now, but some of us haven't lost our since of reality and justice, and with that is the knowledge that police provide a critical public service. Great that you have an officer participate in the Leadership Salem program yearly too.	6/7/2020 11:23 PM
23	The more tragedies I see in other places, the more I believe that building positive relationships between police officers and at-risk youth—especially minority youth—is paramount. Our youth need to know and trust our officers. And our officers need to know and trust our youth. It seems like so many tragedies could have been prevented if there were a mutual trust and respect that allowed both parties space to take a beat and deescalate the situation.	6/7/2020 10:11 PM
24	I think Salem Police force has done an excellent job.	6/7/2020 3:22 PM
25	No	6/6/2020 6:51 PM
26	Demilitarize and move away from policing. We need a priority of our police to be moving towards their non-existence. Police are state sponsored violence and were started to control poor and people of color.	6/6/2020 3:15 PM
27	A person that is culturally relevant trained in the lens of equity and social justice.	6/6/2020 12:52 AM
28	Demilitarize. Weapons of war should not be standard use on our citizens. Deescalate FIRST. Expect your police officers to demonstrate the same self-control they expect from black men.	6/5/2020 8:20 PM
29	I believe the things i put near the bottom of the list would naturally improve with focus put into those near the top of the list.	6/5/2020 4:45 PM
30	Continue to develop strong relationships with minority communities and leaders of the various ethnic and cultural minority groups. The Chief should get to know these individuals on a first-name basis and interact with them comfortably and frequently. That also goes for leaders of civic, community and religious organizations .	6/5/2020 4:40 PM
31	No	6/5/2020 1:07 AM
32	understand	6/4/2020 11:42 PM
33	Treating all citizens fairly and equally.	6/4/2020 11:21 PM
34	Yes we'll come more to north East Salem you guys have a weak link in not being able to engage with the low income area. You guys can do more be more be better for all of us thank you.	6/4/2020 10:12 PM
35	Fair and just policing, solving and reducing crimes using quicker response time and enforcing lawful and orderly conduct will lead to neighborhood quality of life and community relations. But there has to be a strong youth positive relations with youth to reduce crime, build community and grow health neighborhoods. The Police need to do their jobs without free of bias and what makes the mayor and city council look good, because the mayor and city council are only focused on increasing taxes. The City of Salem overall needs to have a 3rd party auditor come into figure out where all our tax money is going and make the report public. I would highly encourage the police to expand on some education in ethics, understanding bias and changing bias opinions, understanding people with hidden disabilities like autism, mental health, and so forth that may not respond to police requests the way the police would like for them to respond. Becoming cultural sensitive and understanding, take some collaborative problem solving classes and learn those techniques. Learning more strategies to de-escalate situations and not always just responding with guns drawn.	6/4/2020 7:28 PM
36	Training in implicit bias, de-escalation, mental health, going after white collar crime	6/4/2020 7:56 AM

City of Salem - Chief of Police Survey

37	There is not an option on here for holding police accountable for their actions. This would be number 8 or highest priority in my opinion.	6/4/2020 3:52 AM
38	More community teaching tools	6/4/2020 1:00 AM
39	National "Best Practices" in diversity training.	6/4/2020 12:23 AM
40	It's hard to even prioritize. Enforcing the law is important, but it must be done fairly and justly. Everything on the list important, and some must be done simultaneously.	6/3/2020 1:53 PM
41	Transparency regarding policies & practices around interactions with communities of color	6/3/2020 9:24 AM
42	Continued education related to Socia., Racial, and Disability Justice would be good, as well as having regular community interactions, attending events hosted by marginalized groups to show support.	6/2/2020 1:21 PM
43	Transparency!! With data, with training standards. Trust starts with transparency	6/2/2020 8:04 AM
44	More outreach with marginalized communities. More connection with service organizations. Evidence based de escalation training.	6/2/2020 7:14 AM
45	All the priorities mentioned in the previous question/activity...they are all important in rank. With all that has been currently happening throughout the United States, building strong relationships with communities and having positive engagements with the youth is so critical to a neighborhood's quality of life. I ranked the priorities in the order that made the most sense to me because I had to, but they all should be considered as priorities.	6/2/2020 3:42 AM
46	SPD is doing a great job! Our officers are dedicated and very fair. Thank you so much!	6/1/2020 4:51 PM
47	Chief needs to be respected	6/1/2020 3:46 PM
48	N/A	6/1/2020 3:13 PM
49	Diversity of Officers and training on what true Diversity is.	5/31/2020 8:26 PM
50	Police should be concerned with helping those in need, not harming those they are biased against.	5/29/2020 4:45 PM
51	I hear from within the department that officer morale is low, because of personnel shortages at the patrol level. I have great respect for Chief Moore. Our next chief is going to have to effectively campaign for an increase in the number of officers on patrol and in investigations.	5/28/2020 3:36 PM
52	N/A	5/28/2020 9:32 AM
53	Public safety with integrity and character.	5/27/2020 2:57 PM
54	Emphasize: getting criminals off the streets.	5/27/2020 2:00 PM
55	Continue what Jerry has built. Good community relationship and good, solid police work.	5/27/2020 1:49 PM
56	The mental health and wellness of our officers and their families is important to me.	5/27/2020 11:01 AM
57	All the above is important, but if the department continues its great community engagement, strong community relations, and positive community support, "enforcement" of everything becomes easier.	5/27/2020 8:56 AM
58	I miss community policing where we had Neighborhood Watch and encouraged proactive community building efforts	5/27/2020 6:23 AM
59	I believe that the list priorities are interrelated. If we have fair and just policing, strong community relations then a positive Neighborhood quality of life will follow. I am glad to see that the police in Salem are respected and we have avoided the problems of racial biases that have plagued other cities.	5/26/2020 5:32 PM
60	Capable of working within existing budget.	5/26/2020 4:10 PM
61	Having a consistent police presence in the Downtown Area is going to be a must.	5/26/2020 2:37 PM
62	Our community has a very high % of support for the department, which is less common these days. Our officers are in the news for the good things they do, very rare are they in the news for something bad. I strongly feel a lot of that can be attributed to the strong leadership in the department. This needs to continue.	5/26/2020 2:37 PM

City of Salem - Chief of Police Survey

63	We need to embrace the 21st century with our policing policies and priorities.	5/22/2020 6:48 PM
64	Reflecting the community with diversity in officers, by gender and race.	5/22/2020 6:34 PM
65	I strongly favor the current approach of our police department.	5/22/2020 6:03 PM
66	Working with persons experiencing mental health crisis, persons experiencing homelessness	5/22/2020 1:55 PM

Encuesta para la posición de Jefe de Policía para la Ciudad de Salem

Do you have any additional comments or suggestions on over police department priorities?

LAS PRIORIDADES PARA EL DEPARTAMENTO – continuado – ¿Tiene algún comentario o sugerencia adicional sobre las prioridades del departamento de policía?

#	RESPONSES	DATE
1	No	6/19/2020 11:50 PM
2	La comunidad de Salem esta con una gran necesidad de programas efectivos para para interactuar efectivamente con los adolescentes empezando desde la edad de Middle school y con seguimiento a la High school con el proposito de que estos adolescentes no abusen de que son menores de edad y con esto cometan delitos y por el hecho de no tener mas consecuencia que la expulsion de las escuelas, ya que de esta forma no son escuchados ni ayudados por los diferentes traumas u otras situaciones en casa y el sistema que hay en lugar de ayudarlos los empujan a la calle y a encaminarlos a la prision. siempre se escucha que nuestros ninos y adolescentes son el futuro del Pais.. Nuestra comunidad necesita un sistema efectivo y no respuestas de que no hay nada que hacer , porfavor vean las situaciones con los lentes de un padre preocupado y desesperado. por favor queremos un sistema donde los hijos de SALEM sean ayudados y protegidos en programas efectivos. tanto como con consejeros de habla hispana como de otros idiomas donde los ninos se sientan seguros y les crezcan la ambicion de hacer realidad sus metas de que sean unos ciudadanos sanos y con exito	6/19/2020 11:33 PM
3	Que se respeten las opiniones de las prioridades, siempre piden opinion y no cumplen. La comunidad y la juventud tienen muchas cosas positivas que compartir al bienestar de nuestra ciudad.	6/19/2020 12:05 PM
4	Dar mejor entrenamiento de como hablar y entender a comunidades de color, hispanos, etc.	6/18/2020 10:49 PM
5	Queremos confiar en ellos y sentirnos seguros con ellos. We want to feel confident in them and feel safe with them.	6/18/2020 5:30 PM
6	La Policía tiene que tratar a los ciudadanos con respeto si quieren que sean respetados por los mismos.	6/17/2020 7:49 PM
7	Prohibir el perfil racial y la brutalidad policiaca. Prohibit racial profiling and police brutality	6/15/2020 1:48 AM
8	Que hagan algo al respecto cuando uno les llama porque lo amenazan de muerte y no que se esperen hasta que ya lo mataron a uno por favor	6/13/2020 10:07 PM
9	Sí, que se investiguen los grupos de crimen de odio y no hay necesidad de que vaya gente armada por el centro de Salem.	6/8/2020 2:43 AM
10	Un departamento anti-racista y inclusivo de gente habla hispana. A department that is anti-racism and inclusive of Spanish-speakers	6/7/2020 12:28 PM
11	Contratar personal de difirentes culturas. Hire people from different cultures	6/7/2020 11:53 AM
12	Help our kids and youth feel like the police is not against them. Especially if they have incarcerated parents.	6/7/2020 12:22 AM
13	no No	6/4/2020 9:02 PM
14	Encounter in jefe de police que venga de una comindad deversa. Que sea bilingue Find a police chief that comes from a diverse community and be bilingual.	6/4/2020 7:31 PM

Encuesta para la posición de Jefe de Policía para la Ciudad de Salem

The following are some qualities, qualifications, or skills that a new chief of police may have. Please select the three qualities that you think are most important to see in the next chief of police.

Q3 CALIDADES – Lo siguiente es una lista de algunas calidades, calificaciones, o habilidades que un nuevo jefe de policía puede tener. Por favor seleccione las tres (3) calidades que usted cree que son los más importantes para ver en el siguiente jefe del Departamento de Policía de Salem.

Answered: 16 Skipped: 0

QUESTION 2 RESPONSES

Response 2 -The Salem Community is in great need of effective programs to interact effectively with adolescents beginning with middle school age and following with high school age about not abusing [does not say abusing what], that they are minors in and that they are committing crimes and for the fact that they don't have more consequences than expulsion from school since they are not heard or supported because of the different traumas or other situations at home and in the system there is no help, instead of helping them they push them into the street and lead them to prison. It is always heard that our children and teenagers are the future of the county. Our community needs an effective system and not responses that there is nothing to do. Please see the situation from the lenses of the concerned and desperate parent. Please we want a system where Salem children are helped and protected with effective programs. As well as with Spanish-speaking and other language counselors where children feel safe and are creating ambition to realize their goals of being healthy citizens with success.

Response 3 -That the opinions on priorities be respected, they always ask for opinion and they do not follow through. The community and the youth have much positive things to share for the well being of our city.

Response 4 - Give better training on how to speak to and understand communities of color, Hispanics, etc.

Response 6 - The police have to treat citizens with respect if they want to be respected themselves

Response 8 - That they do something when you call them when you are menaced and threatened with death and that they not wait until someone actually dies, please

Response 9 - Yes, that crimes by hate groups be investigated and then there would be no need for armed people to be in downtown Salem

CHANGE – What, if anything, would you like to change in how the Police Department interacts with your community?

City of Salem - Chief of Police Survey

#	RESPONSES	DATE
1	They are very friendly	6/19/2020 6:23 PM
2	Straight forward honest answers. Protecting ALL people and not siding with one group over the other. Less over policing certain community areas	6/19/2020 12:57 PM
3	Introduce yourself.	6/15/2020 10:18 PM
4	Consider more platforms and professions for handling situations. Not all calls require a fully geared up cop with guns and tasers.	6/14/2020 11:29 PM
5	Less racial profiling and intimidation towards minorities.	6/14/2020 9:17 PM
6	Being more compassionate towards minorities	6/13/2020 8:55 PM
7	Less arrogant, less racist, more compassion and help people instead of punishing people.	6/13/2020 5:02 PM
8	I would like to see those c who run red lights get tickets	6/13/2020 1:17 PM
9	Lower visibility. Regular facilitated community meets to give/receive feedback, espresso: concrete actions recommended by those they serve.	6/13/2020 12:18 PM
10	Working together with other organizations to address non criminal issues.	6/13/2020 10:08 AM
11	Wider outreach among the POC community would be nice, get rid of all your racist cops, strengthen the vetting for mental health in your candidates.	6/13/2020 9:42 AM
12	Stop pulling over my husband for no reason. Actually try to help when my house gets broken into instead of treating me like a criminal. Listen to our children instead of victim-blaming them when the report childporn rings collected by students to SROs . Can you tell I have never had a good experience with a Salem police officer? PS - I am of Caucasian descent and am a teacher for SKPS	6/13/2020 8:39 AM
13	They should learn conflict resolution, without the use of weapons, even non-lethals, against citizens who are unarmed. Using excessive force and intimidation does not make the community better.	6/13/2020 6:34 AM
14	No more pretextual stops. If you don't have probable cause, leave us alone.	6/13/2020 1:47 AM
15	The protesters are not the problem. Gun-toting White supremacists are. I think Jerry Moore is a decent guy, but you don't seem to get the perspective of POC.	6/12/2020 10:11 PM
16	I DO NOT ever again want the first question from a department employee to be: "what is the person's race". I have ALWAYS been asked this question when calling for assistance, and even when I have stated that I do not want to answer that, I have been told that I have to. I want to see KINDNESS AND RESPECT from ALL department employees. I do NOT want to see the continued sarcasm or coarseness from public servants that I have grown accustomed to during my life in Salem. I want to see police officers pull away from responding to non-life-threatening incidents. Rather than arresting individuals in distress, we need to see trained response teams, that do not consist of officers, that can assist individuals in distress without criminalizing them. I want to see department employees saying hello to people they pass on the street, instead of ignoring them, and I want to see staff treating citizens with compassion.	6/12/2020 9:14 PM
17	Use of force standards and procedures need to change. Peaceful crowds of people should not be shot at with rubber bullets and teargas indiscriminately. Perhaps starting with not appearing to "cozy up" with white supremacists would also be a good start. Salem Oregon does not look good to the rest of the world right now and that is directly related to the actions of our police department. It's disgraceful and the community needs to see change.	6/11/2020 11:24 PM
18	I would like to see more Police officers interacting with the community. I know this is hard since a lot of the time its hard to fit it in schedules. But I think there should be time where police officer can interact with kids low income communities which are the most impacted by police officer and police brutality. They should have some event that makes those communities feel more comfortable.	6/11/2020 3:29 PM
19	That video in front of Glamour Salon telling those men to hid so it doesn't look like you were playing favorites was despicable! Racial and political bias must end!	6/9/2020 4:24 PM
20	I have seen the improvement of the Salem PD and Marion County Sheriff in East Salem. But it	6/9/2020 12:13 PM

City of Salem - Chief of Police Survey

	needs more work.	
21	I don't personally need to see any changes, but to help improve PR, I would recommend hosting monthly coffee chats or q&as with Salem PD. It's a good way to get personal with Salemites. Also host them on FB live and in person. Have a comms person sitting with 1 or 2 officers to share questions in real time.	6/7/2020 11:23 PM
22	I think it would be really neat if there was community space in the new police station that's just a place to come and visit and hang out or participate in community events, so that people's first experience with the police station isn't always a tragedy. Plus, my 3 & 5yo would LOVE to come visit!	6/7/2020 10:11 PM
23	No changes	6/7/2020 3:22 PM
24	I want the police department to change by becoming not police. We need police to take the responsibility to move away from what they do. Please move away from military style enforcement. De-arm yourselves.	6/6/2020 3:15 PM
25	Be present at community-based organization meetings, invite citizens to officers in-service trainings with diverse community members.	6/6/2020 12:52 AM
26	DEMILITARIZE. Put the guns away. Develop crisis management skills.	6/5/2020 8:20 PM
27	Continue community policing practices. Increase the number of sworn and administrative police officers and staff.	6/5/2020 4:40 PM
28	More positive community engagement.	6/5/2020 10:12 AM
29	Be more fair	6/5/2020 1:07 AM
30	More POC in Salem PD	6/5/2020 12:10 AM
31	No favoritism towards specific groups and less hostility towards minority groups.	6/4/2020 11:21 PM
32	We'll you guys need to stop being so up tight I understand it's you having situational awareness but engage with the kids more play basketball, if you see some kid by himself looking upset go up to him, check up kids who need a brighter future but don't got the adults to guide them. Be the change we all need love.	6/4/2020 10:12 PM
33	Stop being intimidating, and actually make people feel calm when they interact with you. Your body and verbal language shows lot.	6/4/2020 10:10 PM
34	Although they may be doing they're job, they should never have a desire to kill ANY person of color, they should only be doing what there rights says they're allowed to do	6/4/2020 10:06 PM
35	Reduce bias, prejudices, de-escalate situations more, use collaborative problem solving, don't think everyone is evil. Consider and have a better understanding on how to engage with people with hidden disabilities like autism, mental health or trauma responses.	6/4/2020 7:28 PM
36	Look for opportunities not to wear the gun and uniforms when interacting with the community, increase staff (sworn and civilian) of color and women	6/4/2020 7:56 AM
37	When responding to a call about youth, weather it be a parent calling on their own child, or someone else calling on a youth, the youth should be given a chance to cool down and asked by police for their side of the story. Youth need more time to process than adults and police need to take the time to listen to them.	6/4/2020 3:52 AM
38	Letting the community know that there are resources to help support the community needs	6/4/2020 1:00 AM
39	More community beat officers.	6/4/2020 12:23 AM
40	I would like to see continued and increased community relationship efforts. Trust must be established between law enforcement and the community, and trust is established through positive relationships.	6/3/2020 1:53 PM
41	I would like to see a stronger commitment to visible community collaboration at every level	6/3/2020 9:24 AM
42	Transparency. I think most of the officers, techniques, and policies are professional and appropriate but it's hard to tell because they are not transparent about it.	6/2/2020 8:04 AM
43	Fewer speed traps, less surveillance of citizens, presence in all communities for patrols, more police using bikes.	6/2/2020 7:14 AM

City of Salem - Chief of Police Survey

44	The Police Department should get to know my community and start with the elders, not with people that have self-appoint themselves as representatives of my community who do not speak the language of my community. There are advocates in the community, who can connect the Police Department with the elders and can provide language support.	6/2/2020 3:42 AM
45	Nothing. They are all doing a great job! Thank you for your dedication.	6/1/2020 4:51 PM
46	Larger downtown enforce to free up patrol	6/1/2020 3:46 PM
47	Visibility in all settings and neighborhoods not just lancaster	5/31/2020 8:26 PM
48	Have them perform more community service focused on marginalized people in need.	5/29/2020 4:45 PM
49	I think police interaction is very good, thanks to Chief Moore and his senior staff. I do not know how well the department stacks up against the community by way of reflecting the diversity of the population. Are there appropriate ratios of African Americans and Latinos and Latinas on the force, for example, compared with the community as a whole? There probably needs to be more women on the force. I think now is a good time to recruit a woman or a person from a racial minority to be our next chief.	5/28/2020 3:36 PM
50	A+	5/27/2020 2:57 PM
51	More officers so they can be more engaged with the community and not under so much pressure.	5/27/2020 2:00 PM
52	Right on now.	5/27/2020 1:49 PM
53	I appreciate the current Chief's willingness to interact with the community, and that leadership is echoed throughout the ranks. I would like to see this continue with the new Chief. I would like to see the inception of a Policeman's Ball, so the community could further support the department.	5/27/2020 11:01 AM
54	I feel the department is out engaging with the public positively. These environmental, social, community policing strategies are the most positive and need to continue.	5/27/2020 8:56 AM
55	I'd like to see more opportunities for the police to engage in socializing with youth and neighbors in proactive positive ways.	5/27/2020 6:23 AM
56	I am pleased with the current situation.	5/26/2020 5:32 PM
57	Chief Moore will be a tough individual to follow. Police ought stand for what we wish to see from our city, not impede community successes taking on individual social causes.	5/26/2020 4:10 PM
58	I wish the police were given more influence on how to address the issue of street people.	5/26/2020 2:37 PM
59	I think the current leadership does a great job interacting with the community in whole	5/26/2020 2:37 PM
60	More interactive and proactive at the officer/resident level.	5/22/2020 6:48 PM
61	Not valuing a business request over a resident request. Do not target the unsheltered because of business complaints.	5/22/2020 6:34 PM
62	No	5/22/2020 6:03 PM
63	Monthly updates from the chief on police activities available by CCTV, Facebook, etc	5/22/2020 1:55 PM

What, if anything, would you like to see the City and Police Department do differently to help you feel safe?

City of Salem - Chief of Police Survey

#	RESPONSES	DATE
1	Stay as we were before all the marches.	6/19/2020 6:23 PM
2	Peacekeeping over forceful compliance. We need officers who use deescalation who are all good people. Remove all officers with valid complaints, (sexual assault, using excessive force) I don't feel safe with those people in power	6/19/2020 12:57 PM
3	Interaction with BIPOC community leaders to brainstorm how to restructure the Police Department.	6/14/2020 9:17 PM
4	Focus on mental health and substance abuse treatment. Don't conspire with white supremists.	6/13/2020 5:02 PM
5	More police out and about. Salem has changed, I don't feel safe in certain parts of town	6/13/2020 1:17 PM
6	Be visible, apolitical and not proMoting a militaristic culture.	6/13/2020 12:18 PM
7	A change in policies and reform to protect every citizen. Avoiding unnecessary force and implementing at least 6 steps Of de-escalation tactics. Less impunity in unions and more consequences for 'bad cops' or cops with bad history. Help folks claiming that they are in a domestic abuse situation, find resources or protection.	6/13/2020 10:08 AM
8	Abolish all ties with right wing organizations, and fire any police officers who are found to be joining those organizations. Proud boys, KKK, etc.	6/13/2020 9:42 AM
9	look up from their computers. Stop and actually talk to us instead of seeming like they're always just watching us waiting to catch us doing something wrong to increase ticket revenue or whatever the purpose of police is these days. it's getting harder and harder to tell who's side they are on. And it seems like the words "to serve and protect" are no longer on the sides of the cars. it would be nice to get to that point where that actually is their role.	6/13/2020 8:39 AM
10	I would like to see our police department as angry at police brutality in other states as I am. I would like to know that the idea of harming an innocent citizen is so crazy of an idea, that they publicly respond to those incidents with disgust and disdain for the officers who would abuse their authority.	6/13/2020 6:34 AM
11	Respect our rights to be left alone. Let us protest even when the protests are criticizing you.	6/13/2020 1:47 AM
12	Stop being on the side of white terrorists with guns.	6/12/2020 10:57 PM
13	Guns don't make me feel safer.	6/12/2020 10:11 PM
14	I DO NOT EVER AGAIN want to see officers ignoring men that are walking the streets freely with semi-automatic weapons! Or giving them a heads up to hide so it looks like they aren't playing favorites. Open-carry laws or not, these men were escalating the situation, and encouraging violence. This situation made me feel EXTREMELY UNSAFE, and I worried that these men would not only wreak harm to others, but that they would make their way into my neighborhood, which is very close to downtown. I was not able to sleep because I worried that these men would be free to commit acts of violence on, or kill, people in my community because they were given free reign to pretend to be police officers. I want to see officers placing human lives as their top priority, NOT property.	6/12/2020 9:14 PM
15	Body cameras for officers and a zero tolerance policy for turning them off.	6/11/2020 11:24 PM
16	Have community events, although right now it's hard to do so, but in the future it would be appreciated.	6/11/2020 3:29 PM
17	Make my fellow citizens of any race feel safe from you!	6/9/2020 4:24 PM
18	I realize it takes money but sub stations in areas that need more police presence.	6/9/2020 12:13 PM
19	Better policing of armed gunmen downtown - they make me feel unsafe, and they appear to be supported by the police.	6/9/2020 11:55 AM
20	Don't bow down to the anti-freedom, anti-America agenda of the left that is out to disband police forces. (Even tho they are funded by unions so...)	6/7/2020 11:23 PM
21	I feel very safe in south salem, but left comfortable in slither areas of town. I don't know how to answer this question. I think mental health is a big challenge facing our community. I am most concerned about people on drugs or who are not taking the meds they need to be safe around others.	6/7/2020 10:11 PM

City of Salem - Chief of Police Survey

22	More downtown patrol in the evenings	6/7/2020 3:22 PM
23	Homeless camps near my office, often causing trouble. I wish there was a solution to the housing issues.	6/6/2020 6:51 PM
24	Renounce their budget. Move for service providers to take over 90% of emergency response.	6/6/2020 3:15 PM
25	Hire officers of color have implicit bias and diversity training.	6/6/2020 12:52 AM
26	DEMILITARIZE. Develop deescalation techniques. Officers should be trained in crisis management.	6/5/2020 8:20 PM
27	Enforce rules and codes for quality of life in the downtown and nearby commercial and residential neighborhoods. Too many street people and homeless are allowed to ignore laws that would help maintain a higher quality of life for everyone. Enforce speed limits, vagrancy and trespass laws, and make our City parks safer by limiting the number of homeless people lingering in the parks.	6/5/2020 4:40 PM
28	Not treat others with disrespect	6/5/2020 1:07 AM
29	Less aggression, especially when being pulled over for traffic stops	6/5/2020 12:10 AM
30	talk to us like a real person	6/4/2020 11:42 PM
31	Uphold the law fairly for everyone.	6/4/2020 11:21 PM
32	Check by Lancaster every night near McKay and near Walmart because crazy stuff happens their almost every night.	6/4/2020 10:12 PM
33	Stop using unnecessary force.	6/4/2020 10:10 PM
34	Inform me that I'm not in danger	6/4/2020 10:06 PM
35	Better response times. Don't dismiss things that they think may not be significant.	6/4/2020 7:28 PM
36	Look deeper into right wing extremist groups and white nationalist and white supremacists, keep tabs on them and don't let them intimidate the rest of us.	6/4/2020 7:56 AM
37	Have a system in place outside of the police department to review any and all physical interaction between a police officer and a citizen for professional conduct.	6/4/2020 3:52 AM
38	Making so W non emergency calls a must.	6/4/2020 1:00 AM
39	Have the department reflect more diversity in its ranks. Officers of color will demonstrate the new diversity of Salem.	6/4/2020 12:23 AM
40	Make an effort to recruit & retain people of color in all positions, especially African Americans, and especially as police officers	6/3/2020 9:24 AM
41	More community involvement.	6/2/2020 8:04 AM
42	Cease the purchase of militarized equipment from the federal government, improve transparency in police conduct policies, union contracts and negotiations, mandatory body work cameras in use when a call is received.	6/2/2020 7:14 AM
43	Invite me and others in my community to their department and allow us to get to know the department staff. The more connected I am to the department, the more at ease I will feel because I will have known someone to call directly if I needed to.	6/2/2020 3:42 AM
44	See prior answer. You are all doing a great job! I feel very lucky to have such a great police force.	6/1/2020 4:51 PM
45	I feel safe	6/1/2020 3:46 PM
46	Deal with loitering in front of businesses.	6/1/2020 3:18 PM
47	Work together with minority organizations	5/31/2020 8:26 PM
48	Carry no weapons that have even a 1% chance of killing anyone.	5/29/2020 4:45 PM
49	If it is true that officers are over-worked and more officers need to be added, that suggests the community is being shortchanged and safety is at least somewhat jeopardized. I don't share the	5/28/2020 3:36 PM

City of Salem - Chief of Police Survey

feeling. I feel very safe here, but I live in a neighborhood of newer homes; my feeling may not be shared by people living in much more modest neighborhoods.

50	Find more ways to keep people from doing drugs and sleeping behind our offices and allowing police to handle them without criticism. Feeling safe to walk downtown without people hassling you.	5/27/2020 2:00 PM
51	more officers.	5/27/2020 1:49 PM
52	I would like to see something along the lines of National Night Out, happen quarterly, to give an even greater sense of community to our neighborhoods, which will in turn, cause neighbors to look out for one another and report suspicious activities.	5/27/2020 11:01 AM
53	Their hands are tied with city policy to maneuver and navigate the homeless population. City leadership needs to support policing strategies and support the department and find solutions for this community issue, instead of walking away and putting their department in a no win situation.	5/27/2020 8:56 AM
54	Promote Neighborhood Watch. Have youth interaction in parks through sports. Be more present on the streets and not just sitting in their cars	5/27/2020 6:23 AM
55	I know that as Salem has grown in population, the number of officers has not grown to keep pace. Hiring additional officers is difficult during these economic challenges but I'm concerned that we do not have enough officers to respond to the calls in a timely manner.	5/26/2020 5:32 PM
56	Downtown is a place that many people are giving up on due to the presence of street people. There are petty crimes that are committed- littering, vandalism, theft that are not punished because there is no one to see it happening.	5/26/2020 2:37 PM
57	To city council- clean up the homeless issue. A large % of the homeless are unable to care for themselves (mental, drugs, etc). Halfway houses, more services, etc are not working. They need a secure facility/area to protect them from themselves. Continue services for those that it is working for. Police- I feel bad for them as they continue to try to enforce the laws with the homeless.	5/26/2020 2:37 PM
58	More neighborhood patrols	5/22/2020 6:48 PM
59	More time patrolling parks at night.	5/22/2020 6:34 PM
60	No	5/22/2020 6:03 PM
61	More policing of large parks like Minto Brown, such as on bicycle	5/22/2020 1:55 PM

Do you have any other comments or suggestions regarding the next
City of Salem Chief of Police?

Chief of Police Survey for the City of Salem

#	RESPONSES	DATE
1	The next City of Salem Chief of Police should be hired with directive to reduce the size and scope of the police force in Salem. This individual should be firmly aligned with the black lives matter movement and willing to work toward the demands laid out by the people.	6/21/2020 12:28 PM
2	I think we are ready for the next chief of police to be a person of color or a woman, i.e. not an old white man.	6/21/2020 10:26 AM
3	I would like the new Chief to respond to the current propositions around BLM movement on police accountability, police brutality, and more.	6/21/2020 2:14 AM
4	Emotionally intelligent	6/21/2020 12:01 AM
5	Please select someone who has a history of making positive changes in a police department. No more status quo. We need drastic changes to ensure our police force no longer practices racial profiling.	6/20/2020 9:30 AM
6	Strength to move against the status quo and the desire to work with the community, particularly the BIPOC community.	6/19/2020 11:44 PM
7	I hope the next City of Salem Chief of Police sees him/herself as protector and defender of individuals' rights rather than a controller of the community or enforcer of the law.	6/19/2020 10:44 PM
8	Must be actively anti-racist.	6/19/2020 9:23 PM
9	Will need to be open to change and community involvement in that change	6/19/2020 8:37 PM
10	Don't tear gas your own people. I wasn't there but I saw the videos online. We don't gas our enemies in war, these are citizens of the USA, you should treat people better. For shame!	6/19/2020 7:46 PM
11	A role model for other police to follow. Setting good examples by taking the time to educate on better risk management and deescalations.	6/19/2020 7:37 PM
12	Under number 5, overall experience I put good only because that is my personal experience. But my friends and other people of Salem have shown that not everyone's experience is that way. I fortunately am a person who never gets stopped by officers, I am not someone who looks "suspicious". I want everyone to have my experience. Everyone deserves to be treated with some amount of respect.	6/19/2020 5:16 PM
13	Be a good human.	6/19/2020 5:09 PM
14	Absolutely must be willing to work with community and movement for racial equity. Or just lip service! Real work!	6/19/2020 4:52 PM
15	No	6/19/2020 4:31 PM
16	We need someone who is creative and visionary, invested in the transformation of policing practices and can lead in the direction of structural changes. We can no longer afford to uphold the status quo and the history it is built upon.	6/19/2020 4:26 PM
17	Remember, just because an opinion or ideology is popular and loudly proclaimed, does not automatically make it the correct decision. These times call for thoughtful and logical people who can lead and make decisions based on factual information, common sense (which is no longer common, moral integrity, and lawful consideration. The call for leaders who can lead in the face of adversity and persecution from the naive and selfish is greater than ever.	6/19/2020 4:15 PM
18	Discipline	6/19/2020 4:15 PM
19	no	6/19/2020 3:48 PM
20	Find someone who is in support of defunding the department.	6/19/2020 2:34 PM
21	I would like someone who is more concerned with protecting individual rights of citizens than enforcing unjust laws.	6/19/2020 1:48 PM
22	No	6/19/2020 1:43 PM
23	Although well-intentioned... only having a choice of 3 qualities is extremely difficult. Perhaps this question would have been better as a ranked-choice option. The most obvious quality/skill at the moment is inclusion, diversity and equity... but close behind is strong leadership. It	6/19/2020 1:23 PM

Chief of Police Survey for the City of Salem

always starts at the top. To pivot and re-train the Salem PD in a new direction will take an extremely great leader with integrity, fairness, justice, transparency, personal and organizational accountability, ability to make real consequences (including termination) for officers that are showing clear bias, favoritism and/or excessive force that is unnecessary. This is going to be a long hard road, and we need someone committed to change. Some of what I witnessed at the protests was just. Other things I witnessed were unacceptably unjust. It is time to listen to the community and stop the old police methods.

24	Defund the police	6/19/2020 12:52 PM
25	Having to select only 3 options on this list is laughable. All of these things are important. Why do we have to choose? This isn't Build-A-Bear workshop. If the chief of police cannot perform all of these roles, they do not deserve the position. Full stop. Do better.	6/19/2020 12:41 PM
26	Needs to be willing to listen to marginalized voices in our community, particularly Black, Indigenous People of Color.	6/19/2020 12:29 PM
27	All the attributes listed are important. Hard to settle on just three.	6/19/2020 10:30 AM
28	Be the good one love everyone, black lives matter and no lives matter until theirs do, it's not whites against everyone it's racist against racist get it through your head get that! Please let it rot in your head. I don't want this life for my future kids. And I'm sure this isn't what you guys want for your kids or grandchildren	6/19/2020 9:49 AM
29	Nope	6/19/2020 7:36 AM
30	I am not in favor of modern policing. It's backwards, it is us against them culture. So, no: I want you to reference back to beat cop culture with high integrity and accountability, accessibility for the public. NO MORE of this modern warfare policing ever again. I would mark strong leadership for the force if I knew what actual direction the chief is going. Also: I work on issues of mass incarceration and native spiritual services in our prisons. I'm aware of the corrupt power of cop and correctional unions and how hamstrung the Governor is, caving continuously to these unions and the DAs. She has utterly abandoned the desperate needs of inmates and their families, refusing any access to her offices for us in times of dire need for help. What are you going to do to buck this corruption that is harming communities? Brown refuses to work on substantive prison reforms or use her powers of clemency, and we know why. Police must take leadership in being accountable for no longer buying into the harmful way their unions are conducting business on their behalves. Many of the reforms sought will actually keep cops and correctionals safer due to increased justice and ability to communicate and work on issues collaboratively on the inside and outside. This culture must change and acknowledge the data that has found this to be so. I wish we could have some time to meet with the chief and ask our serious questions and hear serious, personal answers that speak to our concerns honestly and openly. We do have crime problems here - i've been stolen from, my truck was stolen. I have cancer, live on very very modest means now, and cannot leave my home unattended for a number of days to go see my 81 year old mum! But I'm still much more concerned about the CULTURE of the policing here as that is fundamental. This past two years there has been a change in tone towards me by the police I do interact with in my neighborhood. Not sure what happened, but it is welcome. Good luck finding the chief to take us to the next level of justice, accountability, community connections and safety.	6/19/2020 12:37 AM
31	Someone who can work with our Un Sheltered Neighbors	6/18/2020 11:53 PM
32	Please hire the most QUALIFIED person, that being one who has experience in leading by example, can effectively evaluate programs, budgets and training and interface with the community effectively. Someone who will have the backs of the officers by making sure they have the resources needed to do what is asked of them. An innovative leader that solicits input not just from city councils but also from officers that are in the field doing the tough work each day.	6/18/2020 11:10 PM
33	no	6/18/2020 11:03 PM
34	Anti-racist person who not only have the skills to lead, but to lead with a heart, with respect and regard of human life and dignity.	6/18/2020 8:53 PM
35	Integrity is huge	6/18/2020 5:55 PM
36	Actively fight against racist beliefs and people who hold them.	6/18/2020 4:58 PM
37	I hope the next City of Salem chief of police is someone that holds their officers accountable	6/18/2020 4:51 PM

Chief of Police Survey for the City of Salem

and does not punish whistleblowers like so many police departments do. I want to see the highest levels of transparency.

38	No	6/18/2020 4:44 PM
39	A current or former, in good standing, law enforcement officer.	6/18/2020 4:36 PM
40	I would like to see more BIPOC leading	6/18/2020 4:27 PM
41	All of those traits are important.	6/18/2020 3:09 PM
42	Pragmatism is key.	6/18/2020 2:46 PM
43	Train your police staff to react in any way other then pulling out a gun when they may feel so much as a little threatened	6/18/2020 2:32 PM
44	They should be committed to removing racist police from the department and stopping the "good old boys" games that have been going on for decades.	6/18/2020 1:38 PM
45	do better. IM WHITE. And have gotten away with 5 tickets. Because I'm white and because the officers I've dealt with are men, and I'm a woman.	6/18/2020 12:40 PM
46	Limiting the choice to 3 desired traits is ridiculous as a person has hundreds of qualities. Hopefully you will offer a question to define at least 3 undesirable qualities.	6/18/2020 12:15 PM
47	Give money back. Reduce the budget!	6/18/2020 12:02 PM
48	They should be someone who does not make rash decisions. Who understands that their job is not the most important profession and listens to advice given from different professions ie psychologists and social workers. Who has no history of murdering any unarmed people and has excellent deescalation skills. Who understands that if an unarmed person can remain calm while a gun is pointed at them, then a cop should have the skills and basic knowledge to not need to draw that gun in the first place.	6/18/2020 11:26 AM
49	The next chief of police should hold monthly meetings about policing in Salem for input from the community.	6/18/2020 10:56 AM
50	Just to be strong and help keep our city safe.	6/18/2020 10:50 AM
51	Black	6/18/2020 10:31 AM
52	Unlearn racial biases. Reduce bigotry.	6/18/2020 10:08 AM
53	Needs to serve the community, not the police force. Loyalty to the public.	6/18/2020 8:52 AM
54	Be sure he or she has a big set of balls. It's necessary to return Oregon to the amazing state it used to be. Be the change, we will follow	6/18/2020 8:00 AM
55	N/A	6/18/2020 3:46 AM
56	The police chief should be someone who understands all of the citizens of Salem are important including people experiencing homelessness, people experiencing mental illness, and people of color. The Chief should be someone with strong cultural awareness and ability to build relationships with all citizens.	6/18/2020 12:26 AM
57	conservative law and order belief not liberal BS	6/18/2020 12:19 AM
58	Someone who serves the people. Someone who is interested in protecting and providing for their community, not their own personal gain.	6/17/2020 10:45 PM
59	No	6/17/2020 10:05 PM
60	Please do not allow ongoing inappropriate behavior	6/17/2020 10:02 PM
61	How about hiring a woman?	6/17/2020 9:37 PM
62	Hard to pick out just three top qualities on earlier question. Integrity -community involvement and proven track record for reducing crime also important to me.	6/17/2020 9:35 PM
63	greg anderson please	6/17/2020 9:18 PM
64	Please stop dropping stories with media outlets at 5:55 p.m. on Fridays and then not answering the phone.	6/17/2020 9:13 PM

Chief of Police Survey for the City of Salem

65	They need to be willing to admit there is inherent racism built into our world and be ready to tear it down. When General James Mattis calls for understanding and unity in the face of the idiot in the White House, we'd better listen!	6/17/2020 9:11 PM
66	MAKE SURE THEY HAVE NO RACIAL BIAS AND HAVE NO PROBLEMS WHEN COMMUNICATING TO AND LISTENING TO MINORITIES	6/17/2020 8:19 PM
67	I would like to see a change in the regulations for the hiring process of police officers. More screening and availability of records regarding history of excessive force complaints and the immediate denial of applications of officers with complaints filed. Also I would like to establish a task force outside of the Salem police department to investigate complaints of excessive force claims on existing Salem police officers.	6/17/2020 8:08 PM
68	Someone who's willing to be the good apple surrounded by bad apples. If you get what I mean	6/17/2020 8:08 PM
69	Investigate officers that are connected to armed militia associations in our city. Distance yourself from the public image of those who are associated to these groups. Be willing to treat these armed people with the same policies and laws as other civilians.	6/17/2020 7:53 PM
70	No	6/17/2020 7:14 PM
71	praying for a good one :)	6/17/2020 7:04 PM
72	I would like them to not be a former member of the military. I also would like them to be trained in de-escalation, and community based policing.	6/17/2020 6:24 PM
73	Things that matter to me: I hope a Police Chief would: • Invest in learning and implementing best practices for reducing and managing homelessness. • Insure that all police are trained on poverty, trauma, the homeless brain, and encourage other city officials to also receive these trainings. • Implement transparency by having Salem crime statistics available online. • Refuse to support prohibitions of "acts of living". • Track citations and arrests resulting from bans on sitting, lying, camping, and unattended property. (So we have data to assess effectiveness and punitive results of existing ordinances.) • Track deaths and crimes done to and by unsheltered individuals, so our perceptions about homelessness and people who are homeless can be more informed and accurate. (Unsheltered individuals are often the victim of crimes by sheltered individuals, yet people don't talk about that much.) • Have clarity and transparency about use of force policies and follow-up. • Be a-political, honest, smart, loyal to values more than a department, and willing to take a strong position about humanity of all people, sheltered or not.	6/17/2020 5:12 PM
74	I want this person to be open to the idea of demilitorization of police. Brute force is not always necessary for what goes on in Salem.	6/17/2020 4:14 PM
75	Preferably a person of color.	6/17/2020 2:48 PM
76	Don't allow or encourage self-anointed wanna be militia 3%ers to act as a private police forces in downtown.	6/17/2020 2:47 PM
77	They have to be willing to completely restructure what policing looks like in our city. They have to be open to this change and have the skills needed to bring that change forth.	6/17/2020 2:15 PM
78	The next Chief of Police should work in partnership with the city to be more fiscally accountable and to reduce spending on unnessecary weapons, riot gear, etc. Their priority MUST be reducing expenses in a safe way.	6/17/2020 1:57 PM
79	I would like to see them be proactive, instead of reactive, to the houseless community. Call in mental health experts before sending police officers to deal with this community.	6/17/2020 1:39 PM
80	It is time for a poc to take office as Cheif	6/17/2020 11:22 AM
81	Demonstrated ability to think flexibly and be receptive to feedback - most problems have a range of solutions and I think the Chief should be able to consider a range and prioritize the humanity of all people in Salem when choosing among the range.	6/17/2020 11:17 AM
82	I Urge "Promoting from WITHIN"! Chief Moore has established a very successful Local Spirit of Policing, so LOOK FIRST AT HOME !!! Start with "Skip" the Chief's right-hand man.	6/17/2020 9:06 AM
83	We do not need "crime reduction" we need services for our sick neighbors	6/17/2020 8:13 AM
84	If I could pick a 4th option on Q3, it's be great if the new chief of police is bilingual.	6/17/2020 6:28 AM

Chief of Police Survey for the City of Salem

85	Don't have one	6/17/2020 12:05 AM
86	Please do not hire someone is willing to support the Proud Boys over genuine Salemites	6/16/2020 10:36 PM
87	The next Chief of Police should not be a white male. They should have an EXTENSIVE record of reporting other officers for violent, discriminatory behaviors as they happen all the time. This record should be publicly available. The next chief should be committed to making police obsolete. Demilitarize and disarm the force. Defund the police so that funding can be reallocated to public schools, public health, and public housing.	6/16/2020 7:19 PM
88	not a union fanatic	6/16/2020 6:55 PM
89	I would like to see a person who has empathy for social issues. Who understands the need to focus police on de-escalating volatile situations. I think it would be terrific to see a culturally sensitive individual, preferably one who is bilingual (Spanish/English).	6/16/2020 6:53 PM
90	Na	6/16/2020 6:40 PM
91	A willingness to make unpopular decisions amongst police officers specifically, and the strength of character to hold officers who commit misconduct accountable. Also a commitment to de-escalation training and a partnership with mental health professionals.	6/16/2020 5:50 PM
92	Hire a person of color	6/16/2020 5:49 PM
93	I want someone committed to the demilitarization of the department. Public opinion of the police is changing across the nation, and virtue signaling / empty pledges to diversity will be seen for what they are. If you want to survive as an institution you have to do more.	6/16/2020 5:08 PM
94	N/A	6/16/2020 5:03 PM
95	Having community involvement experience and being English/Spanish bilingual would also be a plus.	6/16/2020 5:01 PM
96	Try patrolling off of the arterial streets, downtown and in wealthy neighborhoods in West and South Salem. My local street is a super highway for drug dealers and thieves because they know a patrol officer will never be seen. Again why are you here?	6/16/2020 4:32 PM
97	The Chief of Police should not be so much a leader of the police as an open channel between the officers and the public they are supposed to serve. The SPD has been long at odds with the public, and will continue to be, and hopefully the new chief recognizes that and will use their power to completely reform the roles of the SPD. The new Chief of Police must recognize the inherent racism in the policing system, from its genesis in capturing freed Black ex-slaves to the fact that Black men are 2.5 times more likely to be killed by the police and Black women are 1.4 times more likely to be killed by police than white women (source - Frank Edwards, Rutgers, 2019). They need to maintain an active knowledge of the relationship between the police and racial and economic inequality. They should ensure that all officers in the SPD understand this relationship as well.	6/16/2020 4:32 PM
98	Get out of our schools, then defund yourself.	6/16/2020 4:18 PM
99	We have racists in this state. Some are police. I want to see that removed, or at least has efforts for Zero-tolerance abusive behaviors	6/16/2020 4:11 PM
100	I would like to see a woman of color in this position.	6/16/2020 10:59 AM
101	Defund and disarm the police department. We've seen it done in other cities and I believe we can do it here. Take the police out of public schools.	6/16/2020 10:51 AM
102	I believe the new chief of police should be open minded and recognize that not all community problems need to be solved by "more police"	6/16/2020 4:23 AM
103	Integrity should be a given.	6/15/2020 11:58 PM
104	I think you should promote from within. Often the bottom line staff know if the current problems and just need to be empowered to do something about them.	6/15/2020 11:06 PM
105	In the ever changing environment, I hope the Chief of Police can be fair and set aside political agendas. They should be familiar with the environment of Salem to include the large prison population and all that encompasses.	6/15/2020 10:59 PM
106	Promote diversity	6/15/2020 10:26 PM

Chief of Police Survey for the City of Salem

107	Strong focus on equity and inclusion as well as inviting community conversation.	6/15/2020 10:01 PM
108	Create a positive environment where it's encouraged to place justice and fairness above "brotherhood".	6/15/2020 8:09 PM
109	The next chief needs to support complete transparency so cops who murder and assault can be identified and tracked, and also be willing to demand a contract with the police union that doesn't continue to protect murderous and abusive cops.	6/15/2020 7:05 PM
110	Elect an individual who is anti-racist and not a white supremacist	6/15/2020 6:06 PM
111	Diversity is very important nowadays and fair treatment of all races, as well as good communication with the community, allowing the community to become acquainted with the police in a positive way.	6/15/2020 5:55 PM
112	She should work to demilitarize our police force, demand continuing education for officers including deescalation techniques and she needs the authority to remove cops who abuse their power.	6/15/2020 5:38 PM
113	no	6/15/2020 5:00 PM
114	No	6/15/2020 4:48 PM
115	Whoever the next chief of police is should be someone who cares about our community- not just the white community but the black and brown members as well.	6/15/2020 4:15 PM
116	Hold officers accountable for their actions. Abuse of force cannot be tolerated.	6/15/2020 3:26 PM
117	Criminal justice degree. Knowledge of alternatives to using violence/force to keep us safe. No history of racially targeted violence.	6/15/2020 3:00 PM
118	Diversity is crucial.	6/15/2020 2:41 PM
119	Make sure it's someone who understands why most people don't trust, or don't approve of cops. Someone who can understand both sides, and someone who is willing to learn about others opinions and experiences.	6/15/2020 2:16 PM
120	No	6/15/2020 2:04 PM
121	If I could have picked more than three options, I would have	6/15/2020 2:03 PM
122	n/a	6/15/2020 1:50 PM
123	Do the right thing and acknowledge your role in systemic police brutality. Just because there aren't many black people in Salem doesn't mean that racism isn't a plague here as well just like it is in the rest of the country. Hold officers accountable and have zero tolerance for racism, sexism, xenophobia, transphobia, and systemic violence.	6/15/2020 1:46 PM
124	The best candidate would realize and accept that they can be a bridge between police officers and citizens.	6/15/2020 1:43 PM
125	Second three choices would be problem solver, committed to diversity, equity, and inclusion, and strong leadership. Bilingual is always a plus for our Spanish speaking community.	6/15/2020 1:04 PM
126	This person should be able to reduce crime though youth involvement, community reach out, great communication and helping those in need. Police officers should be worried about the people. Not how much money they can receive through ticketing.	6/15/2020 1:01 PM
127	Enforce the law.	6/15/2020 12:59 PM
128	No	6/15/2020 11:41 AM
129	needs to insure that all officers are properly trained and eliminate use of force practices	6/15/2020 11:30 AM
130	This MUST be a person who can stand up against police unions and forcefully discipline officers when they use too much force, target/discriminate against marginalized communities, etc. Crime is overwhelmingly a result of factors like the desperation caused by poverty, addiction, lack of housing. The new chief should be willing to shrink the police budget so that the city can divert those funds to dealing with the underlying problems causing crime, instead of punishing the victims of society's failings.	6/15/2020 11:16 AM

Chief of Police Survey for the City of Salem

131	N/a	6/15/2020 10:04 AM
132	If you are going to buddy up with the Proud Boys and known fascists, don't apply. Salem doesn't want that. We are watching you. We think your career choice is disgusting. We already just assume you're a bad person. Prove us wrong. Get on the right side of the fight and push to defund the police department and fund other, more important community initiatives. If you really cared about the community that is what you'd do.	6/15/2020 9:59 AM
133	I want the police chief to create a police department that includes diversity training and has the tenacity to get rid of racist cops within the department.	6/15/2020 8:54 AM
134	No.	6/15/2020 8:41 AM
135	Equity and inclusion does matter and that falls under the abilities of strong and professional leadership in my mind. I really want to see a police dept that continues to hit the drug market hard and gets those involved put in jail. I think our officers need more backing from the DA's office than what they get and a police chief that will advocate in that direction would be great. I've heard that the DA needs more prosecutors. Maybe the Mayor and police chief can have more brain storming idea meetings with the DA as to getting that done. We do have a good law school here. Make that work.	6/15/2020 7:43 AM
136	no	6/15/2020 7:21 AM
137	They must be a person of extremely high integrity and willing to be held to a high standard of accountability by the community, someone willing to make huge changes within the LE culture of "we know all, we know best" in the field to "we must listen, we must serve" and hold the officers accountable to it.	6/15/2020 3:58 AM
138	Recruit a woman of color and pay her a bunch of money.	6/14/2020 11:00 PM
139	If they can't talk about race relations and solutions that lead to greatly reduced violence against POC, as well as the unhoused, do not hire them	6/14/2020 10:56 PM
140	Be a neutral person when dealing with people who have different levels of income	6/14/2020 8:53 PM
141	hire quickly.	6/14/2020 7:11 PM
142	stay away from schools with high minority demographics, they don't need you there	6/14/2020 6:52 PM
143	Salem is changing to be more diverse. Don't fight it and don't be unjust to the new people of color moving in in the hand of keeping the old community safe	6/14/2020 6:51 PM
144	No	6/14/2020 5:31 PM
145	Someone with a gentle soul- someone who can restore the trust between community and police.	6/14/2020 4:40 PM
146	No	6/14/2020 3:24 PM
147	Please consider hiring someone who understands the importance of the black lives matter movement and is willing to have difficult conversations with the police department staff on how to move forward. This could include education on police brutality and bias.	6/14/2020 3:13 PM
148	No	6/14/2020 3:02 PM
149	Hold officers accountable for their mistakes to the fullest extend of the law especially if the life of another person is at stake.	6/14/2020 2:28 PM
150	Someone who understands the people, someone who truly wants the community to improve	6/14/2020 1:57 PM
151	No	6/14/2020 1:55 PM
152	Don't be a fascist and don't collaborate or sympathize with white supremacists.	6/14/2020 1:52 PM
153	No	6/14/2020 1:29 PM
154	No	6/14/2020 1:25 PM
155	it should be a woman	6/14/2020 1:24 PM
156	Defund the police and give it to schools and back to taxpayers	6/14/2020 11:33 AM

Chief of Police Survey for the City of Salem

157	No	6/14/2020 10:21 AM
158	I think they should be prioritizing modern technology such as body cams to be available and mandatory for all officers, including disciplinary actions based on their improper use and/or abuse of the equipment.	6/14/2020 9:43 AM
159	They should be committed to non violence and have a cooperative attitude within the community rather than an authoritative attitude.	6/14/2020 9:40 AM
160	Hold your officers accountable.	6/14/2020 9:34 AM
161	Combination of not only experience, but also education. Bachelor's degree in related field at minimum.	6/14/2020 9:30 AM
162	Calm, non divisive, strong, Anti-Racist	6/14/2020 9:23 AM
163	A person of color may be the worst enemy of communities if color. Name and appearance are not the only factors	6/14/2020 8:36 AM
164	Experience or knowledge of unconventional approaches that have worked (e.g., Camden, NJ) and a willingness to apply those that fit Salem's situation. Empathy for all those who are in communities where police commonly are called is important.	6/14/2020 7:46 AM
165	Transparency and community outreach.	6/14/2020 7:41 AM
166	I would just really like to stress that murder is illegal and police shouldn't do it. I would like a chief that would immediately fire, and arrest ANY police officer who breaks the law. And it should go without saying that they should be rooting out racists.	6/14/2020 6:15 AM
167	Non- violent, anti-racist	6/14/2020 1:07 AM
168	In addition to community outreach I personally would like to see police officers be better trained on rape/sex assault response. If I could even make a suggestion, train like SANE nurses, and have certain individuals that keep the training up long term. I don't think the training is appropriate in response to my own personal experience with the police.	6/14/2020 12:05 AM
169	The next Chief of Police should not only hold themselves accountable, but should also be willing to hold their officers accountable for their biased actions. If an officer is showing "favoritism" towards white people over people of color, they should be removed. For if they are showing favoritism, they are no longer doing the job of serving and protecting the community, rather they are serving and protecting only the people they deem to be worthy.	6/14/2020 12:03 AM
170	I believe the current times have made the job for the incoming chief more difficult but everything in life is a threat or opportunity. The best Chief will see this as an opportunity to build confidence by regularly seeking the thoughts of Salem residents.	6/13/2020 11:57 PM
171	Don't leave it up to our corrupt city council.	6/13/2020 11:41 PM
172	they should make less than a teacher.	6/13/2020 11:26 PM
173	You can't please everyone. So don't try to please only the wealthy. Listen to the COMMUNITY. Grow with us	6/13/2020 10:12 PM
174	Pushes for new, more specialized departments to help deal with issues more effectively.	6/13/2020 9:44 PM
175	Require psychological testing for all new officers. Defund your own organization and make sure that that money gets put the right places (ie. the community at large). Stop buying military surplus!! its not needed!! DEFUND.	6/13/2020 8:19 PM
176	I would like to see a police department investing more in community and less on tactical (war like) gear and weapons	6/13/2020 8:11 PM
177	Be good, do good, rise to this occasion	6/13/2020 8:08 PM
178	Re-allocate the police budget to include Unarmed crisis staff trained in deescalation, social workers, counselors, community outreach, medical professionals, and education specialists	6/13/2020 8:06 PM
179	Work to defund salem police department.	6/13/2020 8:01 PM
180	Work to defund your department. You are not a military. You are a service for the people of Salem. We own you. Your money comes from our taxes. We will CHAZ you if you overstep.	6/13/2020 7:47 PM

Chief of Police Survey for the City of Salem

181	An advocate for human rights would be the best person to be chief of police. Not someone who says they are now, but that has a record of constantly advocating for people, even when it's unpopular.	6/13/2020 7:44 PM
182	Black lives matter.	6/13/2020 6:02 PM
183	A chief beholden to police union - and I say this as a union supporter - is not able to do the job. Please hire a chief who can fire violent police personnel. Please hire a chief who will suspend or fire or never ever hire police personnel who have been accused of domestic violence.	6/13/2020 5:52 PM
184	When cops make a mistake, admit it. Don't try to blame a scapegoat and jail him. See everyones-business.org. Article re Summer St. SWAT siege, Jan 22, 2019.	6/13/2020 5:23 PM
185	Replace patrols with drones. It keeps civilians and officers safe while providing investigators with useful data.	6/13/2020 5:15 PM
186	Several other choices are also important so choosing only three seems inadequate	6/13/2020 5:08 PM
187	.	6/13/2020 4:29 PM
188	Do not hire a social justice warrior or identity politics nut, looking to secretly dismantle the police department. Hire a real cop, who understands the core value of law enforcement, yet leads all officers to engage everyone with respect and applies the proper amount of force to contain a situation. Look at the mess in Seattle, run by an incompetent police chief who picks and chooses what laws to enforce and who to apply against.	6/13/2020 4:10 PM
189	That they have the best interest for all the citizens of Salem despite their ethnicity, class, or political alignment.	6/13/2020 4:01 PM
190	Let him do his job	6/13/2020 3:04 PM
191	Someone of color ... Black, Latinx.	6/13/2020 2:28 PM
192	Do better than your disgraceful former chief or get asked to resign all the same.	6/13/2020 2:11 PM
193	They should be committed to reducing use of force and creating a police force that is held accountable for their actions	6/13/2020 1:20 PM
194	N/A	6/13/2020 12:57 PM
195	I would like them to work closely with community outreach programs to help solve the poverty issue that generally causes crime.	6/13/2020 12:20 PM
196	Keep it up. Great work	6/13/2020 12:09 PM
197	must be committed to non violence	6/13/2020 12:03 PM
198	no	6/13/2020 11:47 AM
199	Abolish the police and re-invest in our community.	6/13/2020 11:20 AM
200	Have the guts to properly reprimand officers who are not upholding the law fairly, instead of just issuing a pathetic public apology.	6/13/2020 11:05 AM
201	Trust in national police departments is at an all time low. You must earn the communities trust by building relationships, and be willing to be educated and led by the community that you serve. There is a large Latinx population, thus you must be bilingual English/Spanish and be an ally, not an advisory to the community. You must be willing to re-educate yourself regarding the real history of structural racism and police brutality in the US. The first police force started in Charleston, South Carolina to capture and torture enslaved Black folks. How have you personally worked on your own racism and biases towards Black and Brown communities?	6/13/2020 10:35 AM
202	value and respect all people, strong leader by example and experience, knowledgeable in police practices	6/13/2020 9:28 AM
203	That he'd be non biased and does not show favoritism	6/13/2020 9:23 AM
204	The next Chief should be ready and willing to lead the police into a different era where the police take up a significantly smaller proportion of the city budget, where the role of the police is as a response to emergency situation rather than monitoring and filling social service roles that should be handled by professional social workers.	6/13/2020 8:52 AM

Chief of Police Survey for the City of Salem

205	Maybe they shouldn't come from the Police profession?	6/13/2020 8:46 AM
206	Select someone that supports the officers that out their lives on the line as much as they do the communities they serve.	6/13/2020 12:24 AM
207	Have the integrity to charge and hold accountable officers who commit crimes, use unnecessary force, kill unarmed citizens. Make accessible a database that lists officers indiscretions/crimes/charges	6/12/2020 11:49 PM
208	Yes! They need to be BIPOC. Someone who is dedicated to ending systemic racism and in full support of expanding upon mental health programs, not metal detectors. Why are those options not available?!	6/12/2020 11:05 PM
209	Looks for opportunities to achieve long lasting impacts, not quick reaction	6/12/2020 10:04 PM
210	It needs to be someone who can think outside the box, because someone who will keep things as they have been will not be accepted by the community. Safety absolutely has to come first, and that needs to be clearly defined with a filter for diversity/equity/inclusion.	6/12/2020 9:33 PM
211	Involve a diverse group of community leaders in interviews and selection	6/12/2020 9:08 PM
212	A strong history of non-violent conflict resolution would be ideal.	6/12/2020 8:39 PM
213	Follow and enforce the law	6/12/2020 7:40 PM
214	Before accepting the this position be sure that the Mayor and Council will back your decisions.	6/12/2020 7:07 PM
215	Law enforcement seems to me to be a team effort. The willingness and ability to work with city and county agencies, non-profits and business leaders to resolve criminal issues surrounding homelessness and addiction will help improve the quality of life for all Salem residents.	6/12/2020 7:01 PM
216	I do not wish Salem's police to become more militarized, with massive assault vehicles and heavy weaponry. I am already concerned to hear the new station is built to accommodate a more militarized force. The only LASTING way for our officers to remain community members is for the chief to prevent them from ever appearing in riot gear (which alienates and frightens citizens) or in massive urban assault vehicles (which does the same). These decisions make people feel alienated and as if they are in an armed state. Not a way to achieve a lasting peaceable community. This can ONLY be achieved when relentless outreach is made by police to all in the community, systematically, continually, endlessly. It's hard work, but when you chose to brutalize people - you lose them.	6/12/2020 6:04 PM
217	Must not allow our community to be taken over by rioters, or groups like Antifa that only want to destroy and cause harm, as we are seeing in many cities. Our Governor and Mayor must be strong and support law and order too, and they must support our police.	6/12/2020 6:03 PM
218	No	6/12/2020 5:43 PM
219	The next police chief needs to be someone who will carry out the wishes of the citizens regarding police accountability and freedom from police abuse of power.	6/12/2020 5:12 PM
220	Someone of color.	6/12/2020 5:01 PM
221	Spanish speaker would be a plus	6/12/2020 4:46 PM
222	Look for what need in the long term and not reactionary to current events only. The right person with integrity will handle the current situation as well as overall long term issues that arise.	6/12/2020 4:08 PM
223	Thank you!	6/12/2020 3:58 PM
224	It's be great if she were a POC	6/12/2020 3:57 PM
225	I would suggest putting them through very thorough personality testing to make sure that they're the least bigoted person possible.	6/12/2020 3:53 PM
226	Trained in mental health, equity and transformational justice.	6/12/2020 3:01 PM
227	Again, why limit it to 3.	6/12/2020 2:56 PM
228	Pick the best candidate - do not allow special interests to have have undue influence.	6/12/2020 2:10 PM
229	I hope the next chief is willing to propose diversion of funds to mental health and community improvement that will result in less need for police in the future.	6/12/2020 1:37 PM

Chief of Police Survey for the City of Salem

230	The next Chief must openly support Black Lives Matter, and have a commitment to end choke holds, and officer training and accountability.	6/12/2020 12:47 PM
231	no	6/12/2020 12:20 PM
232	Empathy	6/12/2020 12:13 PM
233	I think an outside hire would be great.	6/12/2020 11:01 AM
234	Record of taking on the police union	6/12/2020 10:58 AM
235	N/A	6/12/2020 10:38 AM
236	please look for a chief with strong commitment to community policing.	6/12/2020 10:01 AM
237	Approachability and community involvment	6/12/2020 10:00 AM
238	Don't pick a white guy.	6/12/2020 9:36 AM
239	Jerry Moore has done a great job so tough shoes to fill	6/12/2020 9:32 AM
240	no	6/12/2020 9:23 AM
241	Not at this time	6/12/2020 9:15 AM
242	The next chief of police must demonstrate an understanding of systemic racism and be committed to making positive changes in the police department. They must be accountable to the people of Salem.	6/12/2020 8:45 AM
243	Holds officers accountable for actions rather than make excuses for them.	6/12/2020 8:14 AM
244	No	6/12/2020 8:05 AM
245	Knowlegeable of local and state history and customs. An outsider will be swayed by local lobbies with vested interests.	6/12/2020 8:03 AM
246	NO MORE FAVORITISM TO THE PROUD BOYS- ARMED MILITIA OUT OF SALEM	6/12/2020 7:53 AM
247	our kids think cops are the bad guys. They're in grade school. To then cops are dangerous and they fear them. Please fix this image by making real efforts to deescalate and demilitarize. Please	6/12/2020 7:11 AM
248	Someone that can admit America needs systemic change in our police departments. Then get to work making Salem a shining example of what this country is supposed to be about.	6/12/2020 6:23 AM
249	He needs to have integrity to fire and arrest police officers that display violence toward citizens.	6/12/2020 5:03 AM
250	Consider person of color.	6/12/2020 1:16 AM
251	Listen to the community, especially the impacted neighborhoods.	6/12/2020 12:53 AM
252	Must respect officers and employees. Not bend to political pressures. Must handle homeless problem. Too much crime and vandalism caused by homeless. It's appalling.	6/11/2020 10:33 PM
253	No	6/11/2020 9:47 PM
254	It would be nice to have a woman in this position. And it would be great if she was able to make unpopular but necessary decisions without too much drama.	6/11/2020 9:44 PM
255	Not a liberal.	6/11/2020 9:39 PM
256	No	6/11/2020 9:35 PM
257	A police chief should be brave enough to stand up for their department's staff and make hard decisions for the greater good even if they are unpopular. A police chief should be open to new ideas and constructive criticism, they should listen to diverse voices, and they should collaborate with the community to solve problems.	6/11/2020 9:30 PM
258	The next chief should be an internal candidate with experience outside Salem PD	6/11/2020 9:17 PM
259	Please make a selection that is for the whole community, even if the loudest find something objectionable. We all live here and need you to keep all of us safe.	6/11/2020 9:17 PM

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260	He or she can't be a liberal snowflake. They are ruining our country and Salem is better than that!	6/11/2020 8:31 PM
261	Be anti-racist. Stop using tear gas and guns against citizens protesting. Invest more in helping the homeless and drug treatment programs rather than weapons. Look into the Cahoots program run in Eugene.	6/11/2020 7:29 PM
262	I'm hoping current events make it painfully obvious that we have reached a crisis point in which our Social Contract is being tested. The next chief will face higher expectations and unrealistic change in a short period of time. It is imperative that he or she is completely comfortable with who they truly are and able to navigate the complex waters of this diverse community.	6/11/2020 7:18 PM
263	We need someone who will take a hard stance against (Remove from the police force) current officers who engage in racially biased behavior (racist remarks, profiling, over policing of minority communities, excessive force).	6/11/2020 7:10 PM
264	I don't think three of these qualities are nearly enough.	6/11/2020 6:18 PM
265	Please work on training and making sure staff can handle the situations they are put in. Also please work with people of color to make positive change. Listen to the people you are working to protect and work for	6/11/2020 4:38 PM
266	no	6/11/2020 4:12 PM
267	The above question only allowed 3 choices to be made, however I feel that the strength to make unpopular decisions is also essential. The next City of Salem chief of police needs to be willing to challenge the current culture within law enforcement that may contribute to the reluctance to speak up when officers are doing unethical or unlawful things (including failure to act). Although it is critical to trust and feel supported by fellow officers, it is equally critical that officers feel empowered to stand up to their co-workers when those co-workers are acting out of accordance with the morals, ethics, and lawfulness that they have sworn to uphold.	6/11/2020 3:48 PM
268	They need to be committed to real systemic change. It's not just bad apples when the supposed good apples rally around the bad ones.	6/11/2020 2:36 PM
269	I like Skip.	6/11/2020 2:26 PM
270	Demilitarize the police presence. Require body and dash cams to be on all law enforcement and in use. Make videos accessible to the public for accountability and training. Hold officers who use excessive force, kill someone, or violate civil rights accountable without pay. Do not reinstate repeat offenders.	6/11/2020 2:17 PM
271	Being an effective communicator is extremely important.	6/11/2020 2:16 PM
272	The next police chief needs to be knowledgeable about equity- and diversity-related topics, including everything from the disproportionate rates at which people of color are affected by homelessness and police violence to "small" issues such as microaggressions. I would love for the next police chief to be a person of color, but I know that's not likely to happen.	6/11/2020 12:19 PM
273	Make sure to hold other officers accountable and have a safe, anonymous, and easily accessible way for citizens to report officers who when necessary	6/11/2020 11:45 AM
274	Should consider task forces with skilled police and other workers or agency partnerships that deal with mental health, addiction, and support	6/11/2020 8:38 AM
275	It would be a benefit to have someone that is familiar with Oregon, but perhaps not a Salem officer. It is hard to have change when from a person who is promoted.	6/11/2020 7:38 AM
276	As a community we like the positive interactions our department is having with minorities. We need leaders who can continue to make them feel heard, while supporting the police. George Burke has been the spokesperson during the BLM vigils and he's been a good person to deal with.	6/11/2020 6:38 AM
277	I FEEL THE CHIEF NEEDS TO STRIKE A LEADERSHIP BALANCE BETWEEN HAVING THE TRUST OF THE COMMUNITY, AS WELL AS THE EMPLOYEES THEY LEAD. THEY MUST BE PREPARED TO MAKE HARD, SOMETIMES UNPOPULAR, DECISIONS BASED ON FACTS AND NOT JUST POLITICAL PRESSURES.	6/11/2020 12:22 AM
278	Is not a must but it would be nice to have a minority or woman chief.	6/10/2020 11:05 PM

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279	They should be mentally sound and without the background of the blue curtain. They should be without any assault or excessive force complaints.	6/10/2020 10:13 PM
280	Please select a person of principle & courage, strong enough to withstand political pressure; and experienced in the best of traditional and modern policing.	6/10/2020 8:30 PM
281	no	6/10/2020 7:04 PM
282	Experience or interest in all the conversations the public all across the US are having to treat minorities in fair and equitable ways.	6/10/2020 6:40 PM
283	Good luck!	6/10/2020 4:44 PM
284	Positive role model for the department and the community. Helps drive culture of community for all, not just the wealthy.	6/10/2020 2:54 PM
285	I hope the next Chief will be a strong leader in addressing concerns raised at the recent protests.	6/10/2020 2:30 PM
286	Make a stand with the black lives matter movement and actively stop the racism and unjust policing of all BIPOC. Prioritize funding for programs including de-escalation training. Budgets and complaints against officers should be made easily available to the public via Salem Police website.	6/10/2020 2:24 PM
287	If you know one of your officers did something wrong, please hold them accountable and don't defend them. Do what's best for the people.	6/10/2020 1:53 PM
288	yes the next police chief should not try to justify his officer clear and bias choices toward one group of armed protesters over others and than try to make a excuse for it as if it its the right thing to do. and take responsibility for the action of your officers instead of going into retirement we the people are not stupid and we elect the people who put the chief in power so we can easily make sure those people dont get relected DONT FORGET THAT.	6/10/2020 11:22 AM
289	Someone who is willing to accept the times we are living in and respond, adjust their behavior, behavior of their staff, and policies accordingly. Someone who is willing to change and grow.	6/10/2020 10:05 AM
290	What out for officers who are on power trips, have regular diversity trainings, and hire diverse officers.	6/10/2020 9:11 AM
291	Anti-racist.	6/10/2020 8:44 AM
292	Pick someone who will back up the Salem PD officers not someone who will bow down to public criticism and apologize for the officers doing their jobs	6/10/2020 8:20 AM
293	Ethics, decency, and morality are the real soldiers. Kiran Bedi, police officer and social activist	6/10/2020 7:56 AM
294	Not at this time	6/10/2020 7:36 AM
295	No	6/10/2020 6:50 AM
296	Do not defund the Police. Honest fair and just.	6/10/2020 4:35 AM
297	He should understand and back the US and Oregon Constitutions.	6/10/2020 12:59 AM
298	I want a mature, level-headed, seasoned officer of high moral character.	6/10/2020 12:40 AM
299	Please don't be bullied into refunding mentality. We need a strong police force that upholds laws, helps keep us safe,,while getting to know us.	6/10/2020 12:38 AM
300	Someone who is willing to hold officers accountable for inappropriate or unprofessional treatment of the public. Some willing to fire bad officers so we don't have more unjust killings or riots!	6/9/2020 11:14 PM
301	None	6/9/2020 8:39 PM
302	Build on and modernize community policing practices.	6/9/2020 8:09 PM
303	The most important thing police dpts around the country can do right now is address the clear problems of systemic racism and use of excessive force. Everyone in Salem should be able to trust and respect the police and be treated with dignity by the police.	6/9/2020 7:23 PM
304	Be ethnic	6/9/2020 7:16 PM

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305	No	6/9/2020 6:02 PM
306	He cannot have a weak backbone. Stand up for what is right and lawful, no matter what the liberal snowflakes are going to whine and cry about.	6/9/2020 5:11 PM
307	She or he needs to be representative and informed of the community they serve and must be required to prove they understand how to interact and honor folks of different communities.	6/9/2020 4:46 PM
308	Listen to the community and protect minorities.	6/9/2020 4:32 PM
309	can you make sure they're not violent to citizens	6/9/2020 3:55 PM
310	listen to the community, be wise & compassionate	6/9/2020 3:19 PM
311	This is a tough job but this job is only going to get tougher and it will take courage to do the right thing.	6/9/2020 2:15 PM
312	Much good luck to departing Police Chief Jerry Moore who - as I just read - grew up here and worked in law enforcement for many years. Thank you, Chief Moore. We hope that the new chief also has a heartfelt concern for the Salem community - as opposed to use of the place as a stepping stone - and that he or she places importance on hiring officers who are trained to interact with citizens in ways that include good communication skills, patience, and the ability to empathize. While sustaining a safe environment in the community is certainly important, there are social issues that continue to increase in their presence and significance. These social issues exist within the scope of policing. Since we have lived in Salem for about five years, the homeless issue has exploded. How to deal with this very real problem will be a complicated and real challenge for the new chief. Balancing compassion for homeless persons with preservation of quality of life mandates strong leadership skills by community leaders - especially those who cut high profiles such as the police.	6/9/2020 1:47 PM
313	that they will be chosen on their merits and not by their race, religion or sexual preference.	6/9/2020 1:13 PM
314	no	6/9/2020 12:51 PM
315	Long History of Results. Dogged determination to enforce all laws equally for all segments of society. Doesn't see social justice or social work as part of the job. A crime is a crime.	6/9/2020 10:29 AM
316	Please find someone dedicated to equity and inclusion. We need someone who will deescalate any situation through non-violent means.	6/9/2020 8:40 AM
317	Push back on liberal democratic policies.	6/9/2020 7:57 AM
318	Yes, please come prepared to fill the role of helping us transition to a new public safety model with the police playing a much smaller role.	6/9/2020 7:47 AM
319	Person of color or a woman. Or both.	6/9/2020 7:38 AM
320	They should be willing to stand up for what is right and just on a public level, even if it is a hard truth to speak.	6/9/2020 12:00 AM
321	Defund the police.	6/8/2020 11:20 PM
322	Community involvement experience would also be at the top of my list, especially someone who has positive experience working with individuals from disadvantaged backgrounds.	6/8/2020 9:32 PM
323	Must have training and be able to report strategies that reflect at least an elementary level understanding (at least) mental health related crime, deescalation, and domestic abuse. Candidate should demonstrate active interest in growing her/his perspective. Please ask their view on crime amongst homeless populations and listen as to whether he blames/disrespects, and or belittles vulnerable populations.	6/8/2020 8:36 PM
324	Engage your community, create a community board where we can actively discuss issues and resolutions.	6/8/2020 8:24 PM
325	Someone who knows the community and is working for the people not the government.	6/8/2020 6:20 PM
326	hopefully the most qualified will be chosen regardless of gender or race	6/8/2020 6:14 PM
327	This person needs to be approachable as well	6/8/2020 5:36 PM
328	All the above attributes are important to have, particularly those indicated, in addition to a	6/8/2020 5:31 PM

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	knowledge of less-lethal technology.	
329	no.	6/8/2020 5:18 PM
330	Final list to candidates to interview should include at least one female candidate	6/8/2020 5:08 PM
331	Do not hire within. The whole police department needs to be cleaned up. I have had many issues with over zealous police officers in the 18 years I've lived here. I do think there are a lot of racist and sexist officers on the force.	6/8/2020 5:03 PM
332	Value the use of non-violent communication. I watched police use tear gas on peaceful protestors with warnings by megaphone rather than talking to them, either face to face or using the same megaphone.	6/8/2020 3:32 PM
333	Don't hire anybody who was fired for misconduct.	6/8/2020 3:11 PM
334	They need to be able to hold their officers and themselves accountable	6/8/2020 2:54 PM
335	Please study other communities and countries with lower crimes, including police violence and learn from them.	6/8/2020 2:44 PM
336	Police culture in general is full of systemic racism. Tone from the top matters. Walk the talk. Hire a person of color.	6/8/2020 2:25 PM
337	Good luck. We're watching.	6/8/2020 2:17 PM
338	They should be held accountable for their officer's actions and the everyday brutality the Salem City Police visit upon minority communities as well as houseless individuals.	6/8/2020 2:05 PM
339	I trust that whomever it is, they will be in that position because of their proven track record of years of experience. Please give that person the opportunity to be successful, and not hamstringing them due to today's political climate.	6/8/2020 1:06 PM
340	The Chief of Police should not only hold themselves accountable, but should their officers accountable, as well.	6/8/2020 12:43 PM
341	Prioritizing life	6/8/2020 12:31 PM
342	The new Chief should tell the mayor that he is the chief at let him do his job no spineless chief like in Portland	6/8/2020 12:28 PM
343	The next chief MUST go through intensive trainings on diversity, equity and inclusion. As well as lead by example in the realm of non-violent means of preventing and stopping crime in the city.	6/8/2020 12:26 PM
344	Integrity and transparency are a given. Let's take it a step further and show that Salem can lead the nation in our approach to public safety. We need a Chief who is committed to demilitarizing the force and willing to build a team who are experts in communication, deescalation, and community policing.	6/8/2020 11:53 AM
345	PLEASE hire a person of color. Please let it not be another white man	6/8/2020 11:37 AM
346	Please do not select a 'diversity' candidate solely based on their 'story' they tell. Please select a candidate who isn't making Salem a pit stop on their climb up the ladder. Oregon has been burned too many times by ineffectual high level leaders ((See Rudy Crew).	6/8/2020 11:10 AM
347	Role model for police accountability and transparency. Focused on fair and equitable treatment of all citizens under and before the law.	6/8/2020 11:01 AM
348	No	6/8/2020 10:49 AM
349	Should have a track history of supporting Black communities and communities of color.	6/8/2020 10:28 AM
350	For whomever becomes the next Chief of Police, there needs to be a required diversity training intentionally tailored to antiracist justice practices.	6/8/2020 10:03 AM
351	Hire a Woman of Color! There are plenty of Qualified candidates out there and I hope they apply. Salem needs progressive leadership at all levels.	6/8/2020 9:57 AM
352	Should also have high experience on the other items in question 3	6/8/2020 9:55 AM
353	Again, don't be Nazi sympathizers.	6/8/2020 9:34 AM

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354	To candidates, thank you! To the hiring committee, be thoughtful with a long term vision (well beyond the current unrest, please).	6/8/2020 9:07 AM
355	Don't mess up the opportunity to make progress	6/8/2020 8:48 AM
356	ABOLISH AND DEFUND THE POLICE	6/8/2020 8:43 AM
357	The person needs to be responsive to community needs. That means rising above the politics of the community and caring about the humanity of the community.	6/8/2020 8:09 AM
358	No one with ANY complaints of excessive use of force or bias incidents should be selected as Chief of Police.	6/8/2020 7:10 AM
359	Full procedure review of the force. Focus on de-escalation of situations between citizens and police. Sensitivity training in regards to ALL minorities and diversities. A focus on problem solving and solution training for issues RATHER than quotas (ie. Tickets, etc). Create and add 'Crisis Officers' that can be called instead of a 'police officer' for the most sensitive of situations. (IE. Dealing with individuals in a mental health crisis, etc.) A strong focus on the mental health of the Force. They should have access/required monthly check ins with mental health providers to assist them with the stress of such a position. Not only will this be for them, but for the community's safety. A balanced force. For every one male officer, one female officer. (Yes, there are other genders but understandably not all can be covered). Also, a new policy should be placed of a matter of official records a monthly review of the 'health and focus' of the force. IE. A community based communication space where residents can read about what the force has done/accomplished/future goals for the next month. (IE. The force attending special trainings, volunteering, and areas of concern (ie: homeless shelter issues/etc). A reduction of violent weapons. The force should be restrained with the use of nonviolent weapons, a gun should be the LAST RESORT of "protection".	6/8/2020 6:33 AM
360	No	6/8/2020 6:26 AM
361	Raise awareness in the community of the review committee that is set to hold you accountable.	6/8/2020 6:11 AM
362	No	6/8/2020 6:01 AM
363	They should be a person of color, and even better? A woman of color.	6/8/2020 12:45 AM
364	Someone whose focus is the task of being an example of a solid leader for the police in Salem, not a tool of political whimsey.	6/7/2020 11:57 PM
365	They should hold officers to a higher standard in regards to community relations	6/7/2020 11:35 PM
366	I hope that it is someone who we can see as a part of ourselves	6/7/2020 10:44 PM
367	No	6/7/2020 10:33 PM
368	Let's use this opportunity to establish a leader who is committed to harm reduction, community safety, reduced incarcerations, restorative justice, and community growth.	6/7/2020 9:57 PM
369	Instead of electing a new Salem Chief is Police, disband the Salem PD instead. The head of a corrupt and outdated organization (Salem PD) must be disband with the rest.	6/7/2020 9:26 PM
370	Be better for all people in the community. Except those driven by racial divide.	6/7/2020 8:40 PM
371	Make us proud to live in Salem. Let's be better than what we see nationally. Police with compassion.	6/7/2020 8:21 PM
372	Salem, like the nation, is at a cross roads. We need strong leadership that embraces fairness and engages in peace with the citizens.	6/7/2020 8:06 PM
373	There shouldn't be one because I believe all police should be defunded and start from scratch with new model. They've broken the social contract toooooo many times.	6/7/2020 8:02 PM
374	It would be nice to have a minority.	6/7/2020 7:33 PM
375	Same as above!	6/7/2020 7:27 PM
376	No	6/7/2020 7:15 PM
377	Don't be a racist.	6/7/2020 7:06 PM
378	They should have extensive knowledge on Child Abuse Prevention: how to talk to a child	6/7/2020 6:23 PM

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disclosing abuse, how to work effectively with Child Abuse Assessment Centers.

379	Consider a woman. Consider a person of color. Consider a woman of color. Consider someone interested in public safety instead of a show of force. Consider someone interested in reducing the militarization of police. And above all, the person MUST be anti-racist. Not just "not racist," but openly anti-racist.	6/7/2020 6:13 PM
380	live in the city limits	6/7/2020 5:21 PM
381	N/A	6/7/2020 4:56 PM
382	Make certain that Police officers have formal training in dealing with people experiencing mental health, addiction and homelessness. We need more bilingual police officers and diversity within the department.	6/7/2020 4:50 PM
383	No further comments.	6/7/2020 4:34 PM
384	Please engage someone who is committed to community policing and has experience working with homeless and/or mentally ill.	6/7/2020 4:17 PM
385	Good luck	6/7/2020 3:59 PM
386	They need to be committed to looking at the culture of white supremacy in the Salem PD. Oregon is historical very white and our POCs don't feel safe here.	6/7/2020 3:56 PM
387	How about knowledge of and commitment to uphold the constitution. I don't care about diversity, just get the job done.	6/7/2020 3:52 PM
388	The police chief is not meant to be a social worker. Why would suggest that they could have a priority of "community involvement experience" when that is not the place where they are qualified to govern. More importantly, the absence of "reduction of uses of force in successful responses to conflict" and the absence of "focus on research based solutions on removing the police from unqualified positions and responsibilities they hold" or anything resembling these ideas once again highlights your inability to grasp the systemic issues of the over-funded, hyper-militarized, and all powerful law enforcement that causes issues like those being campaigned against at this moment.	6/7/2020 3:45 PM
389	No relationship to Proud Boys	6/7/2020 3:14 PM
390	No	6/7/2020 2:48 PM
391	fine and ticket everyone breaking curfew!!!!	6/7/2020 2:44 PM
392	Let the city of Salem have a voice in it. Make it a vita or position and is evaluated quarterly with any complaints or concerns	6/7/2020 2:09 PM
393	Someone who Understands minority issues and refuses to allow disparate treatment of white and non-white residents.	6/7/2020 2:03 PM
394	The chief of police should make sure the officers under him are writing moving violations when needed.	6/7/2020 1:57 PM
395	Being held accountable for not only their actions but the departments actions, Having empathy with the community and thinking outside the box to engage officers and community	6/7/2020 1:43 PM
396	demilitarize the police get them back to protecting and serving instead of being a brute squad that attracts bullies to apply	6/7/2020 12:10 PM
397	again, not assaulting innocent people and antagonizing the homeless population would be nice	6/7/2020 12:01 PM
398	Please consider a woman or POC for the role of police chief. White men have had this job for too long.	6/7/2020 11:46 AM
399	The next City of Salem Chief of Police should be a woman or person of color. White men have run this town for too long at the detriment of other citizens.	6/7/2020 11:33 AM
400	Integrity is number one. Many of the other qualities will follow if you pick a leader with high integrity.	6/7/2020 11:27 AM
401	Not specifically. I think young and being able to grow is huge. Although, being able to make strong decisions not based on the political side of the city and focused on the people and	6/7/2020 11:16 AM

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community is going to make changes where the political side have been failing more and more every year

402	Someone who will hold other accountable and will not let white supremacists overtake our community	6/7/2020 11:11 AM
403	A bilingual candidate or person of color would go a long way toward reducing assumptions of bias.	6/7/2020 11:08 AM
404	Must push for: Yearly Racial Bias Training, Monthly Racial Bias auditing, Automatic suspension of officers with pattern of racial bias, Yearly Deescalation Training, Mandatory use of deescalation before force, State-wide Licencing for LEOs, Mandatory use of Body Cams during all interactions with citizens, Automatically dropping all charges where body cam video of the interaction is not available, Automatic release of body cam where use of force occurs, Automatic Review whenever use of force occurs, Use of force without Body cam is fire-able offence, Requirement for all officers to identify on uniform and by request at all times on duty, Requirement to render aid immediately after force is used.	6/7/2020 11:07 AM
405	I also think the ability to use active listening skills and come up with solutions to positively impact the community as a whole is beneficial.	6/7/2020 11:05 AM
406	The people of the city of Salem pay your salary and the salaries of every officer and staff member. You could not exist without us. You do not work for armed vigilantes fringe groups, you work for all of us. The people will hold you accountable.	6/7/2020 10:54 AM
407	We need someone willing to make structural changes to our system. They cannot be a "safe" or "status-quo" maintenance choice. Big ideas with righteous ideals, and the strength to make them reality.	6/7/2020 10:45 AM
408	We need someone who is willing to make a change for equality.	6/7/2020 10:44 AM
409	Try someone who truly represents the greater community they serve.	6/7/2020 10:43 AM
410	someone who works for the people and can clean house to restore trust of the community	6/7/2020 10:43 AM
411	I want to see the next Chief or Police be someone that has experienced adversity. Far too often it feels like there is no compassion anymore. Someone that will work on creating social boundaries where police aren't necessarily the first to be called or respond. There is a middle ground somewhere and we need to find it. The good ol' boys club just isn't going to work anymore.	6/7/2020 10:40 AM
412	Return all military grade weapons to the military. Stop using choke holds all together. Fire any officer and staff member who isn't committed to equity, diversity and inclusion. Defund the police. Restructure. Lead the way in finding innovative community building and organizing practices to Build up the community rather than policing it. Stop the use of teargas and runner bullets at peaceful protests.	6/7/2020 10:37 AM
413	Hire someone that cares more about their city than their police force.	6/7/2020 10:22 AM
414	I'm praying for you to lead well and be upheld and protected as you strive to enact these necessary changes for our future.	6/7/2020 10:11 AM
415	No	6/7/2020 10:06 AM
416	We need awareness and embrace of social programs and resources to back it up.	6/7/2020 10:02 AM
417	Thank you for this survey, I hope that this results in lasting change and progression towards anti racism in our community	6/7/2020 9:56 AM
418	The next Chief of Police must support reform and then implement change. The people of Salem will hold them accountable so their success will depend on their commitment to implement change we desperately need.	6/7/2020 9:51 AM
419	No	6/7/2020 9:50 AM
420	Private property can afford to protect itself. Given the history of police practices in the US, the next chief should have no patience for officers who abuse their power.	6/7/2020 9:39 AM
421	The current Chief should resign now. The Salem Police Dept is now seen nationally as a disgrace, don't wait to clean house to earn some credibility.	6/7/2020 9:37 AM

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422	The next Chief of Police should work to reduce police funding and begin the process of investing in other community and social services such as mental health, healthcare, affordable housing, transformative justice, and education. Their goal should be to eliminate the need for police. They must remove police from Salem-Keizer Public Schools.	6/7/2020 9:11 AM
423	I'd like to see the department make a strong commitment to accountability. A top priority for me is continuing the work of dismantling the racism encoded in our justice system. Please see these resources: https://docs.google.com/document/d/1PrAq4iBNb4nVlcTsLcNIW8zjaQXBLkWayL8EaPlh0bc/preview?sle=true&pru=AAABCrOBmKc*e7klWn8_mhRMIcc3KkcJ1g	6/7/2020 8:55 AM
424	Yes. Select the most professional, effective and highly qualified applicant available. Leave the issue of an applicants race, sex, sexual preference, religion, etc completely out of the equation. The selection process for the Chief of Police should not be a "social statement".	6/7/2020 8:37 AM
425	Consider promoting from within if person is qualified who knows the current system and officers and would modify or change what isn't working.	6/7/2020 8:35 AM
426	The next chief should be attuned to the whole community and should be dedicated to making sure Salem police act with integrity towards all citizens.	6/7/2020 7:57 AM
427	No	6/7/2020 7:25 AM
428	Make sure the chief of police can keep up the integrity of our local police and have clear vision to navigate the challenges of our historical moment.	6/7/2020 2:34 AM
429	8cantwait.org	6/7/2020 1:08 AM
430	I would think an Internal hire is the best way to go so it can be someone with lots of local hands-on experience with how Chief Moore has been running things.	6/7/2020 12:54 AM
431	good shooter	6/7/2020 12:41 AM
432	Don't play favorites.	6/7/2020 12:30 AM
433	Open to adapting as the needs of the community changes and grows. Also the ability to remain unbiased.	6/7/2020 12:14 AM
434	It's a huge job, with not enough resources available to do what all is needed. I would be interested in the next Chief also having experience in making the budget work in a way that still achieves maximum positive impact on crime.	6/6/2020 11:19 PM
435	Someone who can be peer reviewed throughout the organization that does not have negative remarks about them	6/6/2020 11:08 PM
436	no	6/6/2020 10:57 PM
437	No	6/6/2020 10:46 PM
438	Think about how much police should have a role in society - security, traffic, mental health (hopefully less because skilled social workers and mental health professionals should have authority over that), houseless people, law enforce the, the type of weapons they use, allowing people the right to protest peacefully, etc. Those are just a few aspects of society where a police's role should be re-evaluated. Also, when hiring anyone into the police department, their heart should be communal, for diversity and culture, not racist in the least nor should they ever condemn the mental health of anyone they encounter in Salem, not a narcissist, not abusive with their power, to name a few characteristics of decency.	6/6/2020 10:45 PM
439	It needs to be someone who is not afraid to look within his or her own command and hold the other officers accountable, civilians will no longer stand for "appearing to play favorites."	6/6/2020 10:34 PM
440	I would prefer to see someone from a diverse background and who can empathize with different communities. I would also like to see someone more interested in community support than arrest records.	6/6/2020 10:19 PM
441	Pretend it's 1980. Your daughter is worth it. MAGA!!	6/6/2020 10:15 PM
442	Someone who will adopt the "8 can't wait"	6/6/2020 10:02 PM
443	Assemble a diverse hiring committee and cast a wide net in your applicant search.	6/6/2020 9:40 PM

Chief of Police Survey for the City of Salem

444	I would like to see someone who has a holistic approach to policing and who will work closely with social workers and community organizers and nonprofits to reduce incarceration by finding other solutions first and using prison as a last resort.	6/6/2020 9:33 PM
445	Please select an individual from Salem, or at least within the state. I don't want the police chief from a community that is not ours.	6/6/2020 8:49 PM
446	I consider transparency, honesty tantamount.	6/6/2020 8:44 PM
447	We need a chief of police who will work on community relations to prevent crime rather than target poor and POC communities	6/6/2020 8:44 PM
448	Train your cops not to favor assault weapon-carrying bubbas who come to town to defend businesses that violate state emergency orders over peaceful protesters.	6/6/2020 8:39 PM
449	Maintain integrity and strength of good character no matter The circumstances.	6/6/2020 7:48 PM
450	Once again, it's clear from the list provided that the city isnt listening to feedback from it's citizens. Protests against police brutality have been televised for many years - why aren't these options on the list? We are looking for a leader who is creative not reactive, who is accountable not accusatory, etc. One of the qualifications should be that that the chief be from out of town when hired but required to move within city limits upon hire. Qualifications should include training in the common root causes of lawlessness from a mental health perspective.	6/6/2020 7:13 PM
451	None	6/6/2020 6:59 PM
452	Please do not make a choice based on political correctness. Please choose the best qualified candidate.	6/6/2020 5:57 PM
453	Get the department trained in Brazilian Jiu-Jitsu. Rener Gracie out of Los Angeles California has created perhaps the best program for law enforcement officers, but similar programs exist around the country (I'm not affiliated with and have not taken his program).	6/6/2020 5:56 PM
454	He should be focused, again, on making the citizens of Salem feel safe and comfortable in their community via positive interaction. Negative interaction only breeds mistrust and contempt.	6/6/2020 5:38 PM
455	Someone who can continue to improve Salem and officer- community relations. I think its especially important in light of recent situations nationwide.	6/6/2020 5:32 PM
456	Have a higher degree, a clean background with no history of misconduct	6/6/2020 5:32 PM
457	Officer performance evaluations, and community complaints taking into account when reviews are done.	6/6/2020 4:56 PM
458	no	6/6/2020 4:27 PM
459	No quotas or percentages. More cops on foot beat in major shopping areas. Same laws governing their actions as citizens. No special protections!!!!!!!!!!!!	6/6/2020 2:35 PM
460	Someone who's unbiased and will do the right thing in every scenario, wether it's action against another officer or civilian	6/6/2020 2:31 PM
461	fire the currently appointed chief since he has tolerated bias	6/6/2020 2:29 PM
462	The next police chief should: 1. Be an advocate for the City of Salem, committed to protecting and supporting its citizens, businesses, employees and commerce during times of turbulence, regardless of "political correctness". 2. Possess the necessary skills to lead the Salem Police Department into the future with well equipped, well trained, skilled police officers.	6/6/2020 2:21 PM
463	The city needs to have the guts to hire, assign a course, and stay out of the way of a professional they choose to enforce	6/6/2020 2:18 PM
464	Thank you for listening. Choosing the next Salem Chief of Police is going to be a critical choice for the future of our community. LISTEN to the protesters and we can build a better city.	6/6/2020 1:50 PM
465	Strong leadership committed to law enforcement	6/6/2020 1:43 PM
466	Do not hire from Oregon. PLEASE. We need new ideas, not Portland Police Bureau regurgitated [Expletive].	6/6/2020 1:43 PM
467	Police work happens fast and decisions are made very quickly and the Police Chief will not be able to be at every arrest and/or call. A good Chief knows he/ she will need to trust those in	6/6/2020 1:19 PM

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leadership positions below him to do their jobs and manage subordinates at the highest possible professional level. So expect shakeup/ demotions or promotions with any new chief. The new Chief will have to have had experience in policy making and/or review, corrective action/ discipline processes and overall professional standards. Budgets management will also be important for the new chief along with numerous other duties. If the lines staff does not support and trust the chief the city will have a lot of retention issues.

468	He/She needs to LOVE Salem and everyone in it. Love our diversity. See the good in everyone. Enjoy eating at the small taco stands out North among a group of immigrants coming home from work. Expect the best from everyone. Expect strange people to be good people. Even if they end up not being good that time. Next time they probably will. Expect black boys to nice young men who are probably doing well. Be surprised when they are not. Expect a group of Mexican teenagers to be just a group of teenagers, perhaps on their way to the park to play basketball. Be surprised if they are looking for trouble. Figure out a way to teach officers how to watch for trouble and see the signs of danger without giving in to fear and assuming the worst all the time. I know that is really hard. When the female police officer was shot during a traffic stop, it probably made everyone be more scared when they made a traffic stop. Meet with the officers lots of times after that. Talk about it. Recognize the feelings. Help them with real solutions. Be creative. Fight stigma against counseling in new ways. I guess my advice would be to pretty much disregard most things that are traditional ways of thinking and doing. And pay attention to the best people management practices in the nation. I think that we stereotype a police officer as most likely to be less educated, more pompous, enjoy being in authority and barking orders at people, enjoy being feared, more likely to be the kind of parent we don't appreciate--too hard on their kids, too authoritative, etc. In otherwords, what kind of HUMANS are they? Do they need to be taught the philosophies and values of empathy, compassion, critical thinking, positive thinking, merciful thinking? And can wisdom be taught? How do you ensure you have a high number of officers who can learn these skills if they don't have them?	6/6/2020 1:10 PM
469	The next chief should be committed to uniting community and creating a system whereby underserved communities are lifted and supported instead of punished/ignored. We ALL need to move more towards a society where we help EVERYONE in our community rise. We need to prevent crime before it happens and when it happens treat people equally and with compassion. If we create a society where less people are driven to commit crime because they are better supported, we will remove the burden on the police and in turn, create a more peaceful, accountable society.	6/6/2020 12:49 PM
470	To extent possible, work with others to decrease necessity of police to deal with people problems like mental disabilities, drug use, and homelessness	6/6/2020 12:42 PM
471	The chief of police should lead with compassion.	6/6/2020 12:35 PM
472	There is evidence of the police treating white citizens and people of color differently. This is unacceptable and must be changed.	6/6/2020 12:22 PM
473	They need to be able to explain - in their own words, over and over again - why police forces around the country have cultures of white supremacy, as well as how they (the Chief) will employ specific policies and activities to change the Salem culture, as needed, and institutionalize a healthy policing culture.	6/6/2020 12:14 PM
474	Don't be a jerk. Go stand with the protesters, don't treat gas them.	6/6/2020 12:03 PM
475	the next city of salem chief of police should have all of those qualities all police officers should have those qualities	6/6/2020 11:53 AM
476	Root out white supremacists cops. Retrain in deescalation procedures.	6/6/2020 11:50 AM
477	We need to have a diverse panel on the interview committee. Hire someone that has a proven record of the qualities we desire.	6/6/2020 11:45 AM
478	Choose someone who is committed to Salem, not just using this position as a springboard to a bigger department.	6/6/2020 11:41 AM
479	It would be excellent to have a bilingual, especially Spanish Speaking, Chief of Police; it would also be a sign of integrity and commitment to inclusion if a monolingual Chief of Police made getting information out to the community in languages other than English a priority.	6/6/2020 11:38 AM
480	More communication, work with the community not against.	6/6/2020 11:35 AM
481	Love people, not power!	6/6/2020 11:30 AM

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482	Incoming chief should be required to work along side all divisions on a regular basis as they perform their regular duties where they perform their duties	6/6/2020 11:26 AM
483	Totally committed to the rule of law and the constitution above all else.	6/6/2020 11:15 AM
484	He/She needs to be a person who can bridge the divides in our community and collaborate with communities of color, homeless advocates, businesses, schools, etc. to help make our city safer.	6/6/2020 11:13 AM
485	Please look for a person from a minority background.	6/6/2020 11:02 AM
486	Being a Christian	6/6/2020 11:01 AM
487	See #2 above.	6/6/2020 10:53 AM
488	Recognize and address institutionalized racism.	6/6/2020 10:48 AM
489	I want a Chief to be strong of Charector, committed to equality in policing and keeping our neighborhoods safe. Cops should know in every fiber of their being, that they are not, Judge,Jury and Hangman.	6/6/2020 10:34 AM
490	Someone who will be able to provide unity between the Salem PD and the Salem community	6/6/2020 10:33 AM
491	Hold officers accountable for their actions, do NOT let it be swept under the rug. The problem with the current BLM movement is that CORRUPTION hold no ACCOUNTABILITY!! and the guilty officers need to get the same punishment as if they were a civilian. this is what has made the american people(no matter the color of their skin), outraged!!!! This is what needs to change. Bad cops have made the good ones look bad in many civilians eyes. I have many other views that I would like to address with the police department, but it is too lengthy here. I would love to talk with the Chief of Police in the city of Salem. I have a few subjects i would like to disgress.	6/6/2020 10:19 AM
492	All of the above are critical for command staff as a whole.	6/6/2020 9:59 AM
493	No.	6/6/2020 9:57 AM
494	They need to be serious about combating police brutality.	6/6/2020 9:55 AM
495	The chief of police can't have the sense of brotherhood within the Salem police community because they will have to crack down on the Salem police department and the individuals in it. If there is a sense of brotherhood they will be likely to let people off easier then they would any citizen in the community. I would love the police chief to be completely accountable and have the purest of integrity but honestly I don't trust anyone within the justice system to have integrity. So there has to be a system of checks and balances to make sure that everyone at all times is doing the best they can to make our community because anything less is unacceptable. The community needs to have the ability to keep the chief accountable just as much as the police have the ability to keep the community in check. The community needs to honestly heard and we need to see actions be made after we are heard. We are protesting and rioting because we do not feel heard or understood. So the next chief of police is an important step in the right direction but the whole system needs to be created to serve the public and not punish those who want to change it for the better.	6/6/2020 9:53 AM
496	Commitment to diversity, equity, and inclusion is very high on my list but I felt that "integrity" would cover those attributes.	6/6/2020 9:52 AM
497	Given the current issues facing our country, the new chief should be a POC.	6/6/2020 9:48 AM
498	na	6/6/2020 9:36 AM
499	We need transformative change. This will not be easy because many aspects of Salem are structurally, implicitly, and/or consciously biased against People of Color, non-hetero sexualities, and, often, strong women of any category. The Police Chief will have so resist some aspects of the community to align with needed structural change.	6/6/2020 9:34 AM
500	Should come from within the Salem police department to be totally knowledgable of this community.	6/6/2020 8:48 AM
501	Accessible to public	6/6/2020 8:45 AM
502	You can stand with us, not against us.	6/6/2020 8:42 AM

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503	I dont care who it is, so long as they can do their job, and hold themselves accountable and their peers.	6/6/2020 8:16 AM
504	Not at this time.	6/6/2020 8:09 AM
505	That the next Police Chief NOT be hired from within the ranks of the Salem Police Department. Outside new "blood" required to break the "good ole boy" attitude which is known to persist within upper management.	6/6/2020 8:01 AM
506	Perhaps another quality our new chief should have is flexibility, as the times we live in seem to be changing rapidly, and the response to issues must therefore change as well. Clearly, for instance, meeting demonstrators over the current issue of racial and other injustice with more police power is counter-productive, although I think the force understands that. New ways of solving problems which fit the problems are important!	6/6/2020 8:01 AM
507	walk on water?	6/6/2020 7:56 AM
508	Please treat everyone you encounter as if they were you or a member of your family	6/6/2020 7:38 AM
509	No	6/6/2020 7:36 AM
510	Don't allow our City or Neighborhoods be torn apart by criminals.	6/6/2020 7:12 AM
511	Lead with diversity.	6/6/2020 7:09 AM
512	Needs to be able to take charge with authority yet have integrity and compassion	6/6/2020 6:49 AM
513	The chief works through the rest of the force. The chief's job is to help every officer be better.	6/6/2020 5:43 AM
514	None at this time.	6/6/2020 5:40 AM
515	Salem Police have done a great job in recent years - I wish the new Chief continued success	6/6/2020 3:53 AM
516	The person should be chosen on merit alone, without thought to their race, religion, sexual preference or any other category of identity politics.	6/6/2020 1:59 AM
517	They should be ready and willing to have conversations with organizations that are organizing the different community groups in our city.	6/6/2020 1:41 AM
518	Salem is my home of record, I currently do not live in salem, but I grew up in salem. Like most, I want to see my city thrive. I never thought that the city police had a problem before, and honestly I dont think they have a problem now.	6/6/2020 12:58 AM
519	You have to be more than the title. Involve yourself in preventing the need for your department by earnestly supporting community-building resources.	6/6/2020 12:22 AM
520	Better qualified at de-escalation techniques	6/6/2020 12:09 AM
521	Try to be visible and accessible as a leader in our community.	6/5/2020 11:59 PM
522	Try someone that's not racist this time, see how it goes	6/5/2020 11:48 PM
523	Good luck. Any head of any department right now will be challenged like they have never been challenged before. Think outside the box and proactively engage the community to problem solve.	6/5/2020 11:22 PM
524	Don't pick an elderly white Republican.	6/5/2020 11:08 PM
525	No	6/5/2020 11:00 PM
526	Why bring in police in full riot gear after a night of peaceful protests? It what way would that deescalate the situation?	6/5/2020 10:59 PM
527	That they are required to read Berne Brown's book Dare to Lead. We need a Chief of Police who has emotional intelligence and models empathetic, vulnerable and courageous leadership. I would also like to see requirements for all Salem Police employees to be trained about trauma informed approaches to investigations, community engagement, and public service.	6/5/2020 10:56 PM
528	We voted for a new station. Never again. Poor service.	6/5/2020 10:45 PM
529	Please don't reinvent the wheel by trying out policies and procedures that have never worked. Learn from history. Politics should never be a part of law enforcement. Fair and unbiased law	6/5/2020 10:38 PM

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enforcement. A individual can be smart, but a mob is stupid.

530	FULL ACCOUNTABILITY. STOP THE BRUTALITY AND MURDER.	6/5/2020 10:35 PM
531	Defund.	6/5/2020 10:32 PM
532	No	6/5/2020 10:21 PM
533	A black woman	6/5/2020 10:18 PM
534	Why is this survey such a childish way to determine the public's values? Every single item in these questions should be expected in the next chief of police. Yeah sure, maybe we can sacrifice on technologically savvy and being bilingual but FFS they should be able to check every other box	6/5/2020 10:04 PM
535	Do better. Even if it makes you unpopular	6/5/2020 10:00 PM
536	Experience is the most important factor.	6/5/2020 9:51 PM
537	Not at this time	6/5/2020 9:35 PM
538	The next COP must be independent and not have a city council, with no law enforcement experience and a low real world IQ, try to turn the police department into a social service agency or a diversity weapon.	6/5/2020 9:35 PM
539	They are committed to continuing to make our community better	6/5/2020 9:16 PM
540	Someone who wants to see positive change in the police department.	6/5/2020 8:52 PM
541	Again, would rather have no police. Our community can care for itself without punishment and imprisonment being a part of the equation. The new police chief, who unfortunately is inevitable, should recognize that the police's role should be more and more limited—until we no longer have them.	6/5/2020 8:52 PM
542	None	6/5/2020 8:44 PM
543	Check his social media for right wing racist memes	6/5/2020 8:37 PM
544	We need the best person for the job. Do not select a candidate in order to simply appease special interest groups in the city.	6/5/2020 8:14 PM
545	Committed to holding officers accountable for their actions	6/5/2020 8:11 PM
546	Absolutely must be a person of color. There is almost no diversity and the sworn officers. In order for a culture to change a leader that understands the perspective of the sworn officers of color is needed. It will also show recruits that people of color are valued.	6/5/2020 8:04 PM
547	End good ole boy network Work with police union to evolve for the better of good officers and Salem communities	6/5/2020 7:56 PM
548	Hold.police.officers.accountable.	6/5/2020 7:56 PM
549	na	6/5/2020 7:35 PM
550	Pick a minority...pick someone different.	6/5/2020 7:32 PM
551	Perhaps a person of color or minority	6/5/2020 7:29 PM
552	Abreast of new and upcoming innovation in meeting needs of young people before or early in their poor decisions that lead to criminal activity	6/5/2020 7:17 PM
553	End the violence against peaceful protestors, and stop supporting racists and white supremacists.	6/5/2020 7:15 PM
554	Don't fund homeless or lawlessness.	6/5/2020 7:14 PM
555	Not a fascist 😊☐☐	6/5/2020 7:06 PM
556	Strong leader with commitment to city safety	6/5/2020 7:00 PM
557	Demonstrate leadership in honesty — when it is tough; accountability to the community — when they don't like what you have to say; values of mutual respect and decent behavior — no matter what color the skin or how rich.	6/5/2020 6:56 PM

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558	He/She needs to have equal strength of character in his private life as in his public record. "Though good laws do well, good men(and women) do better. For good laws may lack good men but good men will never lack good laws nor allow bad ones." Humble commitment to a clear conscience is the best foundation for not violating the public trust and perverting the rights of the citizenry.	6/5/2020 6:52 PM
559	Create a culture in which officers are transparent about their actions and in which misconduct can be called out and those responsible held accountable for. Work to establish more trust in the community and seek non violent means if at all possible. I understand that law enforcement is placed in decisions where violent force is necessary but establish clear guidelines on when and under what circumstances use of force is appropriate.	6/5/2020 6:52 PM
560	If the people elect politicians without the values this country was built on then they will only have a puppet for a police chief	6/5/2020 6:46 PM
561	be fair, honest, understanding and most of all empathetic...not to fast to judgement in people.	6/5/2020 6:43 PM
562	Please have a zero tolerance policy for officers committing racially charged crimes, or racial profiling civilians.	6/5/2020 6:42 PM
563	Someone with experience working in a large diverse community. If they were successful there, salem will be a breeze.	6/5/2020 6:37 PM
564	Pick a women, person of color or anyone individual that will drive the department in a truly equal and innovative direction and get rid of good ol' boys.	6/5/2020 6:28 PM
565	Check the "8 can't wait" initiative policy recommendations to see which policies are not already in place and enact them.	6/5/2020 6:21 PM
566	The next Chief must hold other police officers accountable for their actions and must make just decisions.	6/5/2020 6:17 PM
567	Should be an outside person	6/5/2020 6:08 PM
568	Cultural Diversity Training. Please get someone who is not in Law Enforcement.	6/5/2020 5:59 PM
569	Establishing a record of fairness in communities of color should be a top priority. Right wing violence and growing threats from white supremacists is also a big issue.	6/5/2020 5:58 PM
570	No	6/5/2020 5:53 PM
571	Thoroughly vet for implicit bias	6/5/2020 5:49 PM
572	Black lives matter. Body cameras.	6/5/2020 5:43 PM
573	See previous comments.	6/5/2020 5:36 PM
574	Committed to acknowledging and addressing implicit bias in himself, his officers, and the nation as a whole.	6/5/2020 5:34 PM
575	Please hire someone who will not stand for having racist officers and who will not try to cover up officers' obvious biases.	6/5/2020 5:22 PM
576	Yes: fire Sgt. Mike Johnson and any other officer who attempts to shield or favor far-right groups and armed vigilantes instead of doing the job of protecting the rights of peaceful demonstrators.	6/5/2020 5:10 PM
577	Must appreciate that Salem is becoming more diverse and show equal treatment and support of ALL races and ethnicities.	6/5/2020 5:05 PM
578	Not at this time	6/5/2020 4:58 PM
579	Hold officers VERY accountable for their actions. If an officer messes up, they must be punished and that level of punishment must be reflective of their actions	6/5/2020 4:54 PM
580	Keep them in check for biases	6/5/2020 4:54 PM
581	NA	6/5/2020 4:53 PM
582	Not a racist.	6/5/2020 4:53 PM
583	Have Values and A Decent Human Being	6/5/2020 4:53 PM

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584	Someone willing to make necessary changes to better the community as a whole during these hard times. Willing to lead the whole force by example in a positive, honest, and just way.	6/5/2020 4:51 PM
585	This needs to be someone who is willing to clean house- no excuses, no constant string of warnings or slaps on the wrist for questionable or problematic officers.	6/5/2020 4:49 PM
586	-	6/5/2020 4:49 PM
587	Someone who is a leader, not a boss. A person who leads by example. Someone who is inclusive, sees inequality, and takes action to make that right. Someone who does right to SERVE the community.	6/5/2020 4:34 PM
588	Trust in police starts with the police chief. Regular town-hall meetings and surveys for the community. Host live streams/office hours. HOLD OFFICERS ACCOUNTABLE.	6/5/2020 4:29 PM
589	I would like to see someone young and in line with the progressive direction our area is heading.	6/5/2020 4:23 PM
590	It would be kinda nice if they weren't friends with racists.	6/5/2020 4:22 PM
591	Maybe don't associate with "proud boys" don't know how that benefits the people who you are sworn to protect.	6/5/2020 4:19 PM
592	Don't take any crap from the antifa, and radical fruitcakes. I would hope they are stern but fair.	6/5/2020 4:19 PM
593	They need to understand BIPOC issues.	6/5/2020 4:18 PM
594	Should be committed to prohibiting the police department from using resources to investigate, interrogate, detain, detect, report, or arrest persons for immigration enforcement purposes and be committed to banning all methods of racial profiling.	6/5/2020 4:14 PM
595	No	6/5/2020 4:11 PM
596	Preferably not a white supremacist, preferably not someone who will not hold murderers and terrorists responsible for inappropriate action.	6/5/2020 4:09 PM
597	They need to be compassionate, understanding and value minimum force necessary with equal treatment under the law.	6/5/2020 4:00 PM
598	Current chief of police is racist. TRY NOT TO HIRE A RACIST.	6/5/2020 3:58 PM
599	Prefer they are military trained	6/5/2020 3:57 PM
600	I expect them to have a Masters's degree and educated on racial issues that not only affect Salem but America.	6/5/2020 3:55 PM
601	Need to consider outside candidates.	6/5/2020 3:40 PM
602	I would like the committee to make sure that they look at past issues present issues and pick the best fit to help resolve these issues so that we don't have them going forward	6/5/2020 3:40 PM
603	Not a racist. Not tolerant of racism. Willing to make changes.	6/5/2020 3:38 PM
604	Integrity is a must for me. Really make sure we care for the proud boys and get them home safe at night is huge. Everyone else can go [Expletive] themselves! Please make sure it's mandatory to wear a body camera. I know that makes it harder to get away with crimes but that's kind of the point! Not every cop is bad, much like how not protester wants to riot and loot. Some form of accountability would actually help the protests rather than just adding fuel to the fire!	6/5/2020 3:34 PM
605	Review all polices under the scope of an Antiracist Lens, review and post racial data and improve outcomes, there are many tickets and arrests and your officers 'identify' what they think someone's race is and clearly Salem PD either don't know or that races come in a spectrum of colors and identify many Hispanic, natives, blacks, mixed races, And lighter tones as 'white' - is that to keep your self reported race numbers lower on incidences or pure ignorance on race? If it's that difficult to know then leave it blank or ask. If it is colorization and skin tone you are recording then do that and let the person answer race, assuming they can speak and are not injured.	6/5/2020 3:33 PM
606	nothing more to add	6/5/2020 3:31 PM
607	No	6/5/2020 3:22 PM

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608	I would like to see diversity with this hire	6/5/2020 3:18 PM
609	Try electing a woman of color to be the salem police chief. There needs to be a culture shift entirely. They very explicitly pick favorites that don't act in the best interest of all members of the salem community.	6/5/2020 3:14 PM
610	The next Chief of Police must hold themselves and their fellow officers and department staff accountable for their actions and words. The Chief must put aside all prejudices and biases in order to treat their constituents fairly and justly. The Chief must be willing to leave behind old and misguided department policies and actively pursue new policies that are better for our community including new equity, diversity, and inclusion training for officers and trainings in decreasing brutal and forceful tactics.	6/5/2020 3:09 PM
611	The next Chief of Police needs to be someone who is knowledgeable in deescalation, opposed to excessive use of force and willing to stand up for the community. They need to have a strong knowledge of the impacts of racial bias and mental health issues and they need to be willing to actively work to reduce police brutality in our community	6/5/2020 3:07 PM
612	N/a	6/5/2020 3:01 PM
613	SPD has been under the same leadership model for 15 years. Being nice and keeping everyone happy is laudable but the department wants and needs and the community deserves decisive leadership that holds people accountable. Time for an outside Chief and an all new command staff to change the culture and move this department forward. Change has to start at the very top.	6/5/2020 3:00 PM
614	Hold officers accountable for their actions.	6/5/2020 2:59 PM
615	A background working with mental health or in a human service capacity	6/5/2020 2:55 PM
616	No	6/5/2020 2:48 PM
617	Make sure they are honest! Willing to learn, listen, and invest in the WHOLE community.	6/5/2020 2:41 PM
618	Adopt DOJ Law Enforcement Best Practices.	6/5/2020 2:37 PM
619	Hold your officers accountable for their actions.	6/5/2020 2:36 PM
620	Yeah, again, a racist piece of [Expletive] bootlicker should not be hired. Thanks.	6/5/2020 2:33 PM
621	The Chief of Police needs to be accountable to and supportive of the WHOLE community, not just the white community.	6/5/2020 2:15 PM
622	We need someone just like Chief Moore. He has been outstanding in his role as Police Chief.	6/5/2020 2:13 PM
623	Fire any officer who does not justly enforce the curfew to ALL citizens	6/5/2020 2:03 PM
624	The current climate has proven police are largely unequipped to work with the communities they're supposed to serve. There needs to be a police chief who will not stand for use of force, racial profiling, or corruption and complicity within his department. It seems like nationwide there is a pervasive culture of letting officers get away with things that anyone without a badge would definitely be charged and convicted for	6/5/2020 2:02 PM
625	Don't favorite the Proud Boys	6/5/2020 2:02 PM
626	Needs to hold all cops accountable for proper conduct. Any police officer who are quiet/complicit about these issues should be fired. This is not a fraternity.	6/5/2020 2:01 PM
627	Don't let our department become weak and ineffective like Portland's. Everyone, including minorities, will suffer from that outcome.	6/5/2020 2:00 PM
628	Do better than your predecessor and his [Expletive] department.	6/5/2020 1:59 PM
629	The person hired MUST be cognizant of Oregon's racist history and aware of the current state of communities of color in Salem. They must know the current issues at hand and have integrity to follow through with non-violent policing.	6/5/2020 1:52 PM
630	Hey consider a non white male. Select from outside the present culture. Check out the rate of violent interactions in their present location. Check out the culture of their present situation Interview members of their community, especially minorities or ethnic diverse groups. Do they feel their community was heading in the right direction ? Would they recommend this person?	6/5/2020 1:47 PM

Chief of Police Survey for the City of Salem

631	Defund the police. Suspend Salem Police Chief Jerry Moore for his blatantly racist policies and inability to lead with compassion.	6/5/2020 1:42 PM
632	Transparent isn't a personal quality. It's an agency structural issue. It shouldn't vary based on who has the power. The strength to make unpopular decisions is a cute phrase that only has true meaning with context. What I mean by it is, the strength to make decisions that break down the insular, non-transparent culture AND the agency's unswerving support for the person while they do so. The person in a position can only do as much good as the agency will allow. Closed societies always seem important from the inside, but it's inevitable that covert action and unethical choices to ensure belonging will be prevalent. You need a strong candidate AND strong overall leadership to make lasting and productive change.	6/5/2020 1:42 PM
633	Seek the candidate based on less emotions and more practical enforcement ability.	6/5/2020 1:35 PM
634	Be safe. Make good choices. Be the hero's our youth truly needs.	6/5/2020 1:30 PM
635	Get to know community members from all neighborhoods. Listen. Hold your officers accountable. Prioritize building trusting relationships with the public.	6/5/2020 1:26 PM
636	Great work ethic,inclusivity, across all lines♥	6/5/2020 1:23 PM
637	I hope we select someone that is a native resident of salem or surrounding area. No need for big shots or big city ideas.	6/5/2020 1:23 PM
638	be accountable to the citizens who pay your salary.	6/5/2020 1:23 PM
639	just be a human being	6/5/2020 1:21 PM
640	Perhaps a person of color	6/5/2020 1:15 PM
641	Use Santa Cruz Chief Andy Mills as a model.	6/5/2020 1:12 PM
642	It should be NOT a white, cis, straight man. It shouldn't be a white man at all. If they acted or spoke out against the protests, they shouldn't be in the position. If they haven't turned in fellow officers who have abused their authority, they shouldn't be in power.	6/5/2020 1:08 PM
643	Hire from outside of the department. Hire based on the best qualified candidate, not because of race or gender! Hire someone who is impeccably honest to a fault. Do your thorough homework on their background.	6/5/2020 1:06 PM
644	Yes...someone familiar with Salem and Oregon. Not someone who is predisposed to a 'might makes right' approach. Someone committed to progress.	6/5/2020 1:06 PM
645	I really want to see all those qualities in our next Police Chief. Limiting our choices to three is not possible.	6/5/2020 1:01 PM
646	Someone that can hold officers accountable for their actions and will not tolerate any form of police brutality. We need someone that truly wants to protect ALL citizens and will not let their racial bias impact how they treat the people of Salem.	6/5/2020 12:58 PM
647	No	6/5/2020 12:58 PM
648	Although promoting from within may be a great way to continue the positive programs already going, continuing the 'good ol' boys club' isn't what the city needs. Stop promoting the favorites, the family members, or those that can't do their current jobs appropriately.	6/5/2020 12:52 PM
649	Pick the person with the best qualifications, not based on racial issues	6/5/2020 12:51 PM
650	Don't follow in the footsteps of previous Chiefs.	6/5/2020 12:49 PM
651	Conduct a through search, background check that meets criteria, transparent, and use a diverse (representative of our community) interview team and good luck	6/5/2020 12:47 PM
652	The ideal role of Police is to be community supporters. The current format of the Police force isn't cutting it. But if there was an ideal version of a Police force, it would be one that serves the community, and therefore, is prepared and experienced with knowledge on how to professionally, not aggressively, interact with as many minority groups as possible in order to make every citizen within the local community feel seen and represented. Along with the topic of representation, consider diversifying the police force by instating a person of color as chief of police. If you view people of color as equal and valuable, prove it by trusting a person of color to lead your police force and speak to mistreated minorities in our community.	6/5/2020 12:47 PM

Chief of Police Survey for the City of Salem

653	Please support constructive solutions to house the homeless.	6/5/2020 12:45 PM
654	I think hiring a non-racist Chief of Police would be a very easy thing to accomplish. A police chief that is able to apologize for the mistakes they will make, rather than the current Chief Jerry Moore who will ignore video evidence to cover up for his own failures.	6/5/2020 12:44 PM
655	No, again....a huge thank you!!!!	6/5/2020 12:43 PM
656	Black Lives Matter. The next police chief should be able to say that with their whole chest.	6/5/2020 12:40 PM
657	The next chief of police (and notice I refuse to capitalize your made up position) shouldn't be a coward that attacks the citizens of his city.	6/5/2020 12:37 PM
658	Being aware of the varied cultural norms in our community is also helpful.	6/5/2020 12:32 PM
659	Many of the "choose 3" options are hand in hand with each other. Ideally the candidate has as many of those qualities as possible. Highly recommend that if the next chief isn't a person of color, (maybe even if they are) that they quickly connect with groups able to advise on diversity, inclusivity, and racism in policing. Someone local that can help guide new policy, or response to events/incidents.	6/5/2020 12:30 PM
660	Find ways to regularly speak directly to the community, talk to us before there is an issue	6/5/2020 12:30 PM
661	A commitment to DEI means more than hiring a few officers of color. It means getting to know the many communities the officers serve, understanding their cultural and social differences and backgrounds, and adjusting methods of interaction and mutual expectations appropriately. It would also be useful to "fully brief" officers on what a curfew is and how it is to be enforced before dressing them in military gear and sending them on the street.	6/5/2020 12:15 PM
662	I encourage the next Salem Chief of Police to engage with the communities that he or she serves, especially communities of color, who have been the subjects of excessive force, arrest, and incarceration for far too long. The next Chief will need to unite these communities, and that won't come without purposeful engagement and a willingness to innovate policing policies. Equal protection under the law isn't achievable without first acknowledging the present and historical lack thereof.	6/5/2020 12:08 PM
663	do not hire based upon racial issues trying to bring so called diversity to the community.	6/5/2020 12:03 PM
664	That he be a Social Worker so law enforcement isn't sent out to mental health calls only to kill the person needing assistance.	6/5/2020 11:57 AM
665	Treat White supremacist groups like what they actually are, home grown terrorists.	6/5/2020 11:47 AM
666	I would love to see the person be a member of our community that understands the strengths and weaknesses of our community.	6/5/2020 11:42 AM
667	Must have diverse experience and experience with diversity. Police train all the time with weapons and defense skills. I'm sure they also get other training having to do with diversity, counseling, and other things mentioned above. I think there should be just as much - or more - on these other things as there is on weapons use.	6/5/2020 11:34 AM
668	Deeply devoted to their position as an aid to both the community and peace	6/5/2020 11:29 AM
669	Revisit community policing. We've built a fortress for you. Don't retreat into it.	6/5/2020 11:25 AM
670	They should be commuted to non violent policing	6/5/2020 11:15 AM
671	uphold the rule of law and NO ONE is above the law.	6/5/2020 11:10 AM
672	BLACK LIVES MATTER	6/5/2020 11:09 AM
673	A proven track record of leadership and courage	6/5/2020 11:07 AM
674	DEMILITARIZE YOUR DEPARTMENT! YOU ARE NOT AT WAR WITH YOUR OWN COMMUNITY!	6/5/2020 11:02 AM
675	The Chief needs to hold the former chief accountable for protecting white supremacy.	6/5/2020 11:01 AM
676	Someone who is not sympathetic to white "nationalists", racists, neo-nazis or people who discriminate others.	6/5/2020 11:00 AM
677	Hire someone committed to community engagement and community policing practices.	6/5/2020 10:57 AM

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678	Con't dialogue with NAACP and start developing relationships with latino/a organizations.	6/5/2020 10:55 AM
679	Work with city counsel and local groups to stop policing of homeless	6/5/2020 10:54 AM
680	fire jerry moore and take his pension	6/5/2020 10:54 AM
681	Do better.	6/5/2020 10:54 AM
682	The next Chief of Police should consider the step of disbanding the force and reconstituting a whole new agency from scratch and creating a whole new culture at the department. The Chief of Police needs to root out officers who have the attitude of, 'We keep order because we kick ass, and it's us against them.' The Chief of Police needs to have the guts to say to one of these officers, 'Look, this is the job that we expect. This is how a democracy is policed. If you can't buy into it. I'm sorry. You just have to find another job.'" Think like a new Head Coach for a football team that is trying to change the culture.	6/5/2020 10:52 AM
683	Knowing what the polish abolition movement wants, recognizing that reform efforts historically do not work	6/5/2020 10:51 AM
684	I am interested in what the new chief of polices thoughts are on police reform	6/5/2020 10:50 AM
685	I would value a leader who is driven by data and collective wisdom over anecdotes and opinionated members of the community who hold substantial political influence.	6/5/2020 10:49 AM
686	Don't put a white supremacists in charge.	6/5/2020 10:47 AM
687	no.	6/5/2020 10:46 AM
688	I would love to see a non-white woman in this position of great power and responsibility.	6/5/2020 10:43 AM
689	Be a leader that people want to follow	6/5/2020 10:35 AM
690	Stop hiring Police Chiefs who only care about power and inflicting harm on peaceful protestors practicing their first amendment rights.	6/5/2020 10:33 AM
691	Fire and take the chiefs pension. [Expletive] white supremacy.	6/5/2020 10:30 AM
692	How about you vet and hire AND renew someone who is not a total skinhead supporting [Expletive].	6/5/2020 10:30 AM
693	Maybe find a person of color.	6/5/2020 10:25 AM
694	BLM	6/5/2020 10:18 AM
695	Be willing to not only investigate a possible "bad cop", but also prosecute. I'm tired of cops getting off easy for crimes they've committed. I'm not saying this happens in Salem, it's just important to start the tradition.	6/5/2020 10:16 AM
696	Maybe not a white supremacist?! Can we - could we do that? Or	6/5/2020 10:12 AM
697	Hire a clown, they would do a better job than Moore.p	6/5/2020 10:12 AM
698	Promote from within ... Salem has good police!	6/5/2020 10:08 AM
699	Please move away from militarized policing. We need partners to make a better society, not occupiers to force our compliance.	6/5/2020 10:06 AM
700	Chief Moore needs to be fired. Send a message that you don't allow leadership to protect racists. (We obviously know you do. But at least make an effort)	6/5/2020 10:03 AM
701	Humility is another key aspect.	6/5/2020 10:03 AM
702	White Supremesists are within your force.	6/5/2020 10:03 AM
703	Hold you officers accountable to their actions. It may be one bad apple, but everyone else covering for them is just as sinful.	6/5/2020 10:00 AM
704	Please focus on building a stronger community through breaking down systemic racism inherent in the police system.	6/5/2020 9:58 AM
705	Accountability is critical.	6/5/2020 9:57 AM

Chief of Police Survey for the City of Salem

706	see previous	6/5/2020 9:47 AM
707	Get one who doesn't protect the Proud Boys.	6/5/2020 9:47 AM
708	Make Nazis afraid again.	6/5/2020 9:46 AM
709	Firstly I would request that they support and implement the 8 that can't wait: 1. Ban choke holds and strangle holds 2. Require de-escalation 3. Require warning before shooting 4. Require exhaust all alternatives before shooting 5. Duty to intervene 6. Ban shooting at moving vehicles 7. Require use of force continuum 8. Require comprehensive reporting Additionally police should work with other organizations and allocate funds to work having mental health providers and and social workers can handle certain 911 calls. We need to build up community and especially in Salem give the homeless community what they need.	6/5/2020 9:22 AM
710	More representation of BIPOC in positions of power, like the Chief of Police!	6/5/2020 9:21 AM
711	Must be willing to stamp out the racism that exists in the department and hold officers accountable	6/5/2020 9:15 AM
712	Be less racist. Better yet, if you want to be a "good cop," quit and invest your time in programs that actually would help the community.	6/5/2020 9:11 AM
713	Require evidence based training for all police officers	6/5/2020 9:07 AM
714	Strong leadership will pursue the rule of law and that is desperately needed in Salem. Chief Moore is an example of integrity and he is a man of principle - follow that model. No to social justice policing in Salem - NO	6/5/2020 9:03 AM
715	Get rid of the tear gas or you are a war criminal.	6/5/2020 9:02 AM
716	Do the best possible to let a cool head prevail. Maybe put the gun away, and bring out the open hand.	6/5/2020 8:59 AM
717	Tell people not to call 911 if not life threatening	6/5/2020 8:57 AM
718	No	6/5/2020 8:49 AM
719	See number 2.	6/5/2020 8:41 AM
720	Here's an idea. Stop treating the people you're supposed to be protecting and serving as the enemy? Maybe not hire a bunch of [Expletive] morons that peaked as 13 year olds and didn't have any academic or athletic skills, so defaulted to a career of continuing to be the school bully.	6/5/2020 8:40 AM
721	Take a serious consideration into alternate ways of approaching public safety. The next police chief should be fully committed to the Black Lives Matter movement and should support the BIPOC community. A police chief who will hold officers accountable for their actions and should think before acting. Additionally, if we will not be defunding the police to move to a new type of public safety model, then we need to end sting operations to try to catch private citizens in small acts. If the police are proud of their job, why do they hide on the side of the road to try to catch people speeding?	6/5/2020 8:34 AM
722	It is wrong to coddle criminals just because they are acting as a group or a gang. I see this happening in other places and some calling it right, but it is wrong.	6/5/2020 8:29 AM
723	Willingness to fire police officers who are racist or use brutality	6/5/2020 8:29 AM
724	I would like to see a person with diverse, intersecting identities hold the position - a BIPOC, a member of the LGBTQ+ community, from low SES background, etc	6/5/2020 8:26 AM
725	Be kind.	6/5/2020 8:24 AM
726	Communication is key and openness, with the public.. More out reach on social media. Example: when the curfews were put into effect during recent protest, not warning was sent to our cell phones, not sure if this is a technology issue? Which i hope with the new police building they will have the most updated technology... Also address homeless in Salem...	6/5/2020 8:24 AM
727	needs to have experience from a bigger city than salem	6/5/2020 8:21 AM
728	Get someone the police union doesn't endorse	6/5/2020 8:14 AM
729	Experience in diverse communities with no complaints of racial or social injustices	6/5/2020 7:53 AM

Chief of Police Survey for the City of Salem

730	Respect human rights. You are not above the law.	6/5/2020 7:51 AM
731	Stop tear gassing citizens. The Geneva convention was very clear about this	6/5/2020 7:51 AM
732	Don't hire one. Disband the entire institution.	6/5/2020 7:47 AM
733	fire the police chief https://twitter.com/Satellit3Heart/status/1268863536299675648	6/5/2020 7:42 AM
734	Greg Anderson Please	6/5/2020 7:41 AM
735	Don't be swayed by politics, I want the next chief to ENFORCE laws.	6/5/2020 7:36 AM
736	Do what's really right instead of disappointing the citizens once again.	6/5/2020 7:35 AM
737	Train police officers to BUILD relationships. And stop expecting citizens to know what we are "supposed to do" during a traffic stop or in a police encounter.	6/5/2020 7:33 AM
738	I suggest this is not the wisest time for this survey, given the covid pandemic, race protests, and recent Salem officer video. Your results will likely be skewed, or/and your pool of respondents will say things they normally would not.	6/5/2020 7:20 AM
739	do better	6/5/2020 7:07 AM
740	No outsider who doesn't know or care about the community. Someone who can connect because they live here.	6/5/2020 6:50 AM
741	Communicate with the community on how processes are improving. Don't criminalize homelessness.	6/5/2020 6:43 AM
742	Try not to hire a white guy. Hire someone with positive track record of working with the poor and homeless.	6/5/2020 6:33 AM
743	This person will need to commit to making real changes in the culture of the police for that allows them to attack peaceful protesters	6/5/2020 6:27 AM
744	If one of the top priorities isn't diversity and equity, then you're automatically doing a disservice to the people who live in Salem.	6/5/2020 6:16 AM
745	Nope	6/5/2020 6:16 AM
746	Apply laws equally among all citizens. This includes curfew laws.	6/5/2020 5:37 AM
747	Be fluid, times and people are constantly changing and there needs to be a leader that is willing to work with certain changes instead of dismissing them.	6/5/2020 5:08 AM
748	I've only had good interactions with the SPD. I wish you all the best in these very uncertain times.	6/5/2020 4:45 AM
749	no	6/5/2020 4:03 AM
750	Defund the Salem Police no cops are good as long as they do damage to their communities.	6/5/2020 3:31 AM
751	I think the current chief has chosen favorites during the protests, and I think the curfew is too strict and he has been too aggressive with the protesters	6/5/2020 3:21 AM
752	Needs to clean their own house by weeding out any bad cops	6/5/2020 3:20 AM
753	Be committed to end police brutality.	6/5/2020 2:25 AM
754	Unbiased	6/5/2020 1:43 AM
755	See answer to Question Two	6/5/2020 12:06 AM
756	Someone with the ability to be humble and compassionate would be ideal for this community right now	6/4/2020 11:37 PM
757	Listen to your community.	6/4/2020 11:34 PM
758	Maybe not pal around with wannabe militia members?	6/4/2020 11:33 PM
759	We don't need a Chief, or these police.	6/4/2020 11:31 PM
760	No	6/4/2020 11:31 PM

Chief of Police Survey for the City of Salem

761	No	6/4/2020 11:27 PM
762	Also needs to get rid of officers that use excessive force to anyone.	6/4/2020 11:25 PM
763	NA	6/4/2020 11:25 PM
764	Prioritize DEI	6/4/2020 10:56 PM
765	They must be pro- police reform. They must understand the role of the police in protecting and serving all its citizens, not just those who are white and affluent. They must be able to do the hard thing and hold their officers accountable to the public. They must value life over property. They must be able to make hard or unpopular decisions surrounding this. They must combat a police fraternity that values protecting its members over doing their sworn duty.	6/4/2020 10:55 PM
766	De-militarize your police force. We have the national guard if we need them. If you have the military equipment, people will push to use it.	6/4/2020 10:54 PM
767	They better not be racist or have any record of violent actions	6/4/2020 10:51 PM
768	Make sure officers are trained in and follow policies that are proven to reduce police violence (example: de-escalation). The new Chief of Police should make an attempt to find non-traditional alternatives to violence that actually make communities safer overall.	6/4/2020 10:46 PM
769	Please set an example and expectation for all officers to police with respect and empathy for the human race. Expect and hold your officers to the highest standards with regards to the law. If an officer disobeys the law please hold them accountable the same way you would any other citizen. Just because you wear a badge shouldn't mean you're above the law. Please help Salem be the change!	6/4/2020 10:45 PM
770	Would like it to be someone with a lot of experience in this city and good ideas for improvements.	6/4/2020 10:43 PM
771	BLACK LIVES MATTER. NO JUSTICE, NO PEACE.	6/4/2020 10:33 PM
772	Traditional ways of policing are not going to work anymore. We need a person that can evolve with the demands of the times.	6/4/2020 10:33 PM
773	Kind. Compassionate. Aware. Connected. A good human.	6/4/2020 10:33 PM
774	Get to know your patrol officers. They have a feel for the community. They also need to know you stand behind them and are their biggest fan. They will reward your interest in them personally with hard work and a greater dedication to the department and to you.	6/4/2020 10:32 PM
775	No	6/4/2020 10:28 PM
776	Listen to the community and make sweeping changes.	6/4/2020 10:23 PM
777	Makes relationship building with the wide variety of communities in our city a priority. Knowledgeable about the culture and history of our city and seeks to make overall improvements and empower the citizens	6/4/2020 10:21 PM
778	Supports enforcing the LAW, not letting people off easy just because of politics.	6/4/2020 10:20 PM
779	A clean record. No serious complaints in the past or grievances that are ignored.	6/4/2020 10:18 PM
780	No	6/4/2020 10:17 PM
781	I think the most important quality would be integrity. A man or woman of integrity will treat others right, will treat others fairly, regardless of race, gender, etc. A person of integrity will deal with crime and problem solving focused on doing what is right.	6/4/2020 10:15 PM
782	Please do NOT pick a white person	6/4/2020 10:14 PM
783	The homeless situation. We no longer feel comfortable coming across walking bridge with our child. I don't have any answers but I know I'm not the only parent concerned about how aggressive some of them behave towards people.	6/4/2020 10:14 PM
784	Work with state and city to reduce number of guns in the city. Guns, lawful or illegal, escalate a situation. MUST reduce guns in civilians and police hands.	6/4/2020 9:52 PM
785	All the above qualities are needed.	6/4/2020 9:37 PM

Chief of Police Survey for the City of Salem

786	Please hold your officers accountable and teach fair and just policing and judge a person by their character and actions and not by their ethnicity, sexuality, disability or income level	6/4/2020 9:37 PM
787	I would like to see a police chief with a humanist side. and training in diversity, inclusion, and community policing tactics. Unfortunately in my time in Salem I have seen very dehumanizing police behavior. I watched a young officer laugh hysterically at an injured elderly woman who was delusional and confused about her whereabouts. I have also seen a young officer "shoo" away a person using a library bathroom to use IV drugs. The officer did no form of welfare check. In the past week, we have seen officers use force against citizens and cooperate with paramilitary white men carrying guns. Even after community outcry, the force and chief remained defiant and failed to offer a full explanation of their actions. Our police force is shameful and needs new leadership. If we had it to do over, witnessing what we have in the last 2 years in this town, we never would have purchased a home in city limits.	6/4/2020 9:36 PM
788	None at this time	6/4/2020 9:34 PM
789	The people accept the new chief he does not elect himself, he must understand this. Things will be rough in the community if he doesn't acknowledge this.	6/4/2020 9:29 PM
790	Why are you limiting those options to 3? Seems redundant.	6/4/2020 9:29 PM
791	No record of violence or any complaints against them	6/4/2020 9:24 PM
792	Be able to get help from governor when she lets rioters deface the Capitol and destroy businesses!!!	6/4/2020 9:18 PM
793	Don't be a totalitarian [Expletive].	6/4/2020 9:16 PM
794	Be transparent and accountable.. have training on racial issues and fire police that violate civil rights	6/4/2020 9:11 PM
795	Someone who is not a "politician" who dances around a direct question without thoroughly answering it. Someone that will be direct and not try to paint a pretty picture with every sentence.	6/4/2020 9:06 PM
796	Follow up with teaching your officers protocols	6/4/2020 8:58 PM
797	Just be a kinder police force. In my teenage years I got stopped for accidental trespassing in a parking lot as a short cut home (I missed a sign) and I was met with I was doing something heinous. I was searched and I feared they would make up a reason to put me in cuffs. I want to trust the police but lack of accountability needs to be fixed I'm begging you.	6/4/2020 8:54 PM
798	He must have a plan to effect change for fair and equal policing and be committed to educating our officers.	6/4/2020 8:46 PM
799	Has a strong grasp on diversity, privilege, and racism.	6/4/2020 8:38 PM
800	See question two	6/4/2020 8:33 PM
801	Make it a priority that you aren't just there to make money for the city to waste but you are there to uphold the bill of rights and the constitution	6/4/2020 8:27 PM
802	Have open community meetings	6/4/2020 8:15 PM
803	Make accountability to the public the culture of Salem law enforcement, not loyalty to fellow officers or outside parties/interests.	6/4/2020 8:06 PM
804	It would be beneficial to show some diversity in race, gender or sexual orientation	6/4/2020 7:57 PM
805	I think we need someone who wants to see Salem live up to it's name - the city of peace. I want to see someone who garners the trust of all residents of Salem and is open to looking to other cities and other police chiefs to discern practices for creating and nurturing safe and healthy communities in Salem. I think it would be great if they were well versed in deescalation, community policing, (see https://www.obama.org/wp-content/uploads/Toolkit.pdf?fbclid=IwAR1eTPqvHmT0ELkLdEA27SxTg--dp4ifTVkqwtH8zJ168AySUg0oCh8dQLs), and demonstrates sincere care and dedication to all of Salem's residents.	6/4/2020 7:49 PM
806	Honesty	6/4/2020 7:39 PM
807	Be diverse, transparent, accountable and don't let power go to your head.	6/4/2020 7:37 PM

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808	Representative of minorities.	6/4/2020 7:37 PM
809	Please understand the root causes of crime and also to support the personal growth of the individual police officers.	6/4/2020 7:35 PM
810	Just don't change the current culture	6/4/2020 7:31 PM
811	NO	6/4/2020 7:30 PM
812	Background that shows he or she is an officers chief. In other words someone who hasn't forgotten where they came from.	6/4/2020 7:27 PM
813	Lead by example, be a good example, be a servant.	6/4/2020 7:26 PM
814	They need to be able to do the right thing, even when it is hard or unpopular or unpleasant. We need integrity and non biased leadership.	6/4/2020 7:23 PM
815	No	6/4/2020 7:20 PM
816	Knowledge in Restorative Justice Emphasis on Deescalation Focus on Community Policing	6/4/2020 7:19 PM
817	Hire someone who wants to actually protect people not just be a status of power.	6/4/2020 7:13 PM
818	We should look for someone who has experience at another agency.	6/4/2020 7:09 PM
819	N/a	6/4/2020 7:05 PM
820	Ya do your job like the rest of us.	6/4/2020 7:03 PM
821	Commit to zero police killings of unarmed civilians. Zero.	6/4/2020 7:00 PM
822	Just know what he's doing, all of those things should be mandatory not just pick 3.	6/4/2020 6:54 PM
823	I would like the chosen person to be someone with strong voice for change.	6/4/2020 6:51 PM
824	Please man this is scary. Someone was shot by a police officer in the west Salem goodwill 10 minutes after my fiancé and I had left the store. Salem isn't a big city. But it happens here too. I'm white and I am terrified of the police, I can't imagine how everyone else feels. Please be better. Please.	6/4/2020 6:50 PM
825	No	6/4/2020 6:47 PM
826	An learner mindset - people who want to learn about and test new theories of policing and community wellness. Who recognize that policing has is a complex profession that should ah e empathy at its forefront.	6/4/2020 6:46 PM
827	I would love to see this person out in the community forming relationships and gaining an understanding for ALL community members and the struggles that they face	6/4/2020 6:46 PM
828	BE THE CHANGE	6/4/2020 6:44 PM
829	Transparency in addressing discriminatory practices and policies, such as which "protestors" to monitor.	6/4/2020 6:40 PM
830	Must be culturally competent, ideally also from a marginalized community (POC, LGBT, immigrant, disabled, and/or etc.)	6/4/2020 6:38 PM
831	Being empathetic & open-minded	6/4/2020 6:30 PM
832	This person should be an exemplary individual who has a keen interest in facilitating community healing. Someone who is able to unite others in order to affect positive change.	6/4/2020 6:29 PM
833	Nobody is perfect and nobody should expect perfection. I know the title of chief hold many lives, we need a chief that knows that too. One that knows and will do everything to protect those lives, even if it means holding those who are corrupted in the department, the brotherhood that it is, accountable.	6/4/2020 6:26 PM
834	Enforce the curfew! The commie protesters must be held accountable! Do not harass private citizens exercising their 2nd amendment fidget defending their businesses! Arrest all protesters, or don't bother enacting curfews.	6/4/2020 6:20 PM
835	Not at this time	6/4/2020 6:12 PM

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836	Don't do why you have during the protest	6/4/2020 6:10 PM
837	hire the right person regardless and without public image as a concern	6/4/2020 6:07 PM
838	Integrity, honesty, and not being political is important!	6/4/2020 6:05 PM
839	The Chief needs to hold the vision of the PD near and dear! Make officers accountability for their actions.	6/4/2020 6:04 PM
840	We pay taxes in exchange for security of person and property. Just do that job.	6/4/2020 5:59 PM
841	I would like to see this held to a vote. If I am misinformed then please make it easy to know how and where to vote for the new chief of police. I would like that they have no record of complaints from citizens. I would like them to genuinely agree and show through actions that they will hold their team accountable and not tolerate unfair policing.	6/4/2020 5:56 PM
842	Do not act like rulers, be public servants.	6/4/2020 5:55 PM
843	The next Chief of Police should have the law as priority ONE!!!	6/4/2020 5:51 PM
844	I think the next Chef really has to come from a place of understanding of the systemic bias and treatment of People of color. Be willing to be the bridge from police to the community. So that we both are able to understand each others struggles and work together as a community to make real changes.	6/4/2020 5:50 PM
845	N/A	6/4/2020 5:49 PM
846	Not only modern practices, but progressive and open to FUTURE practices. BLM	6/4/2020 5:47 PM
847	Stand WITH, not against our black and brown brothers and sisters. As an ally, I am begging for it.	6/4/2020 5:42 PM
848	Please choose someone who really cares about the actual people, especially the next generations, as well as the whole community. I think we need someone with a long-term view of issues, someone who can deal with the issues we have now without leaving a bigger mess for the future. Someone who can unite the population so we can make Salem work with less of an enforcement approach and instead they can lead and inspire the citizens to want Salem to be better. I believe most of us want the best and are willing to make it happen if our leaders lead the way. Thank you	6/4/2020 5:41 PM
849	Should be someone who is from outside the department, someone who doesn't already know the departmental politics	6/4/2020 5:33 PM
850	Will there be more free stickers?	6/4/2020 5:25 PM
851	No.	6/4/2020 5:24 PM
852	We do not want or need a "woke" politician, we need an honorable person who will enforce the laws and keep us safe.	6/4/2020 5:23 PM
853	hire outside of the system. growth change and innovation don't happen when you hire through the ranks. You just end up with people trained by the same people who the system has out grown.	6/4/2020 5:13 PM
854	No	6/4/2020 5:12 PM
855	Please hire based on personal quality not political affiliation, popularity, loyalty to the force, or connections.	6/4/2020 5:11 PM
856	No.	6/4/2020 5:10 PM
857	The chief cannot be a "Yes man" he/she needs to stand up for the lack of common sense coming from some of the community leaders and politics. The chief needs to take a stand as one of the few departments in the city that actually see and know what is really happening. The politicians don't see the outside of their cushioned lives where as Salem PD sees the worst in the community and knows where the issues are coming from.	6/4/2020 5:07 PM
858	Female Or Male of color	6/4/2020 5:01 PM
859	It should be someone who willing to listen to what our community has to say. Someone willing to hold, not only the officers, but their own self accountable when a gross form of misconduct occurs. Someone who is willing to admit that the police officers, not only in our community but	6/4/2020 5:00 PM

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across the United States, have failed in doing what their job entails and strives to build the bridge that has been burned for so long.

860	No	6/4/2020 4:57 PM
861	See comment above. Weed out closet racists.	6/4/2020 4:56 PM
862	Bring back the drug and gang task forces.	6/4/2020 4:46 PM
863	That they get out in the community. Start a dialogue with community. Explain procedures so people understand.	6/4/2020 4:43 PM
864	No	6/4/2020 4:42 PM
865	Please make sure that they have no close ties to racist, sexist, or other groups, friends, or family that would increase biases and decrease fair application of the law.	6/4/2020 4:39 PM
866	Don't be a racist.	6/4/2020 4:28 PM
867	It is time for Salem to have a female or racial/ethnic minority Chief of Police.	6/4/2020 4:21 PM
868	No	6/4/2020 4:20 PM
869	Maybe a women?	6/4/2020 4:16 PM
870	No I don't.	6/4/2020 4:13 PM
871	N/A	6/4/2020 4:10 PM
872	I want the next City of Salem Chief of Police to encourage police officers to take accountability when another police officer wrongfully harms an individual.	6/4/2020 4:08 PM
873	Thank you for your service!	6/4/2020 4:04 PM
874	Hold your own accountable. End corrupt policing.	6/4/2020 3:59 PM
875	Be anti racist. Be a champion for low impact measures to keep folks safe. Knowledgeable of mental health issues in the community, crisis intervention skills.	6/4/2020 3:57 PM
876	A lot of these qualities are somewhat abstract and will need external criteria to evaluate as well as real consequences for not meeting that criteria.	6/4/2020 3:56 PM
877	#BLM. Quit your job as a cop/JOIN the protest against racism. You only prove our point by tear gassing innocent people.	6/4/2020 3:50 PM
878	I would personally love to see Lt. Treven Upkes become our next chief. His dedication, and professionalism to our community are to be commended. We appreciate all of our SPD officers, and the job they do. Thank you to all of you who chose this career path to protect and serve.	6/4/2020 3:49 PM
879	Please don't be some old geiser,let's get a fresher mind that has been known to be about the people. If they're older than 60, then there's no point in hiring	6/4/2020 3:48 PM
880	Must have a clean record with zero complaints and investigations against them. 100% clear record within the force and outside the force.	6/4/2020 3:42 PM
881	none	6/4/2020 3:41 PM
882	No	6/4/2020 3:37 PM
883	Not a racist maybe	6/4/2020 3:35 PM
884	Hire someone based on qualifications not gender or skin color	6/4/2020 3:33 PM
885	Make use of a kind of Rooney Rule and prioritize interviewing any minority candidates for the office	6/4/2020 3:32 PM
886	Keep Salem going in the right direction with police work	6/4/2020 3:31 PM
887	Keep the bad guys off the street and no graffiti!	6/4/2020 3:27 PM
888	Someone black please and thank you.	6/4/2020 3:27 PM
889	No	6/4/2020 3:25 PM

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890	Dont let him be one of Jerry's boys, or anyone with any ties to Glampur Salon or the Proud Boys. Thoroughly vet their extracurricular affiliations and make sure that they are into equitably enforced justice for all constituents, not just white folk who like their 2A.	6/4/2020 3:24 PM
891	Hold bad cops accountable for misconduct	6/4/2020 3:24 PM
892	Do better than your predecessor by being transparent regarding interdepartment divisions and what you're doing to address these issues.	6/4/2020 3:23 PM
893	one that loves people has compassion on ongoing situations one that loves our youth and one that comes out into the community and speaks with people business owners and dosen't have the an attitude of ignorance.	6/4/2020 3:22 PM
894	Wisely choose managers who can effectively manage supervisors. Give them clear instruction & support. Let deadwood go. Manage by walking around.	6/4/2020 3:22 PM
895	It should be someone with connection to and support from diverse communities. Someone with excellent management and leadership skills who is preferably not a police officer. They should have a vision for reform and working with the community to build resilient safe communities.	6/4/2020 3:22 PM
896	I would like a strong leader who doesn't pander to loud niche special interest groups.	6/4/2020 3:21 PM
897	No	6/4/2020 3:13 PM
898	No comments	6/4/2020 3:11 PM
899	No connection to white supremacist groups such as the KKK; experience with de-escalation and racial/social justice	6/4/2020 3:10 PM
900	No	6/4/2020 3:09 PM
901	A strong leader who holds himself and his officer accountable to the people they serve. Fundamentally a chief must have a servants heart. Police do not hold authority over its citizens but rather is in servitude to the community and accountable to fairly and justly provide life and safety protection first and foremost.	6/4/2020 3:08 PM
902	Continue to support CIT and other training.	6/4/2020 3:07 PM
903	Please look into The New Jim Crow by Michele Alexander, please watch 13th on Netflix. Please consider that there are alternatives to the way things have been done since the police force was established in 1829. We can restructure police to be a last ditch effort, we can make firearms an exception not the norm. We can de-escalate situations non-violently. You can innovate.	6/4/2020 3:04 PM
904	The next chief needs to be committed to bettering the department in specific areas which are lacking currently. I would like to see the applicants asked the difficult questions posted above to "weed out" those who are prone to exacerbating violent officers/violent offenses and creating more problems for Salem.	6/4/2020 2:59 PM
905	No	6/4/2020 2:59 PM
906	Make sure they are not racially biased and understand that a strong hand is not always the best solution. Every human being should be held to the highest respect and held accountable for their actions.	6/4/2020 2:57 PM
907	No	6/4/2020 2:56 PM
908	Don't be afraid to make hard and unpopular decisions.	6/4/2020 2:54 PM
909	No	6/4/2020 2:53 PM
910	quit	6/4/2020 2:50 PM
911	Uphold constitutional principles even when this is being challenged by our state government	6/4/2020 2:43 PM
912	Hold your officers accountable for their actions. Punish them, fire them, do something when they do something wrong. This is not a job where you can act on emotions or biases.	6/4/2020 2:42 PM
913	I'd like to have it be easier to contact the Chief of Police. It would be good to have meetings where the community can get to know the Chief and we can communicate. A female or African American Chief would be good. I'd like to have an easier time of communicating with the police department and more responsiveness to theft and fraud cases. Or- an understanding of how	6/4/2020 2:42 PM

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much you can and can't do. When an aunt in a nursing home had her jewelry stolen, I was very disappointed that the police did not ask any questions of the person suspected to have done it. I was just told "this happens in nursing homes all the time". That felt unresponsive to me. It allowed a person to steal from a person with Alzheimers with no consequences.

914	no	6/4/2020 2:38 PM
915	They chief is there to enforce policing matters and not always a popular position. The person needs to be a good communicator in order to do that job effectively.	6/4/2020 2:38 PM
916	Needs to reflect our community. Needs to build strong and positive relationships with everyone in the community, but especially minority communities. Needs to drastically change the way policing is done in Salem. Needs to make police reform a major priority. Needs to look at ways to make the department more efficient.	6/4/2020 2:35 PM
917	Integrity and accessibility to the community are also equality important. I have nothing but admiration and respect for Chief Moore, but want to see more direct back and forth engagement with the press and public engagement, as well - city government in general relies almost exclusively on written statements in recent years.	6/4/2020 2:32 PM
918	Not at this time.	6/4/2020 2:28 PM
919	To have the integrity to hold his officers accountable for wrong doing and lead by example in the fight against injustice.	6/4/2020 2:25 PM
920	Please at least interview candidates of color or Latino candidates.	6/4/2020 2:22 PM
921	Commitment to service and excellence.	6/4/2020 2:21 PM
922	Jeff Keniston should be the next chief of police	6/4/2020 2:20 PM
923	Yeah, defund the police and put that money towards communities. At minimum, no more riot gear. They should not be making mental health calls.	6/4/2020 2:19 PM
924	Defund the police	6/4/2020 2:18 PM
925	No I've said plenty thank you	6/4/2020 2:13 PM
926	Hire from outside the agency	6/4/2020 2:13 PM
927	Need to be a leader with a vision for the Police Department and the characteristics to be able to develop a plan and goals, make progress, and be open to receiving feedback.	6/4/2020 2:09 PM
928	Let's strengthen the reputation of the police force through community involvement, rather than combating the public which is seeking a change within the system in which a young black man is 21x more than likely to die at the hands of a police officer, while minorities also being more likely to be arrested/charged and more heavily sentenced than white Americans despite the higher total number of users and abusers.	6/4/2020 2:05 PM
929	No	6/4/2020 2:04 PM
930	No	6/4/2020 2:01 PM
931	Don't be afraid to stand up to the City Manager and City Council.	6/4/2020 2:00 PM
932	Reduce police violence!! Make sure all people of color are treated with equity, equality	6/4/2020 2:00 PM
933	I want a chief that stands by the values of the badge and the law!!! A chief that is not afraid to do what is right even if it's not the public popular opinion	6/4/2020 1:58 PM
934	Diversity training needed for all law enforcement and for it to be maintained moving forward.	6/4/2020 1:58 PM
935	We need someone with a track record of managing and communicating with a diverse population	6/4/2020 1:57 PM
936	n/a	6/4/2020 1:56 PM
937	Again, the Candidates must represent ALL of them! Integrity, Involvement, Improvement, and Innovation are all qualities required!	6/4/2020 1:56 PM
938	I would like to see commitment to implementing interventions to reduce use of force incidents and greater measures to record and report these incidents	6/4/2020 1:56 PM

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939	Kate Brown and Ted Wheeler are corrupt. Please investigate.	6/4/2020 1:54 PM
940	Own up to when a mistake is made and hold others accountable and make a real change	6/4/2020 1:51 PM
941	Your department is a joke you should actually focus on making changes and preventing crime.	6/4/2020 1:51 PM
942	Someone who is willing to force diversity training.	6/4/2020 1:49 PM
943	Primary job is to serve the community, to promote peaceful and safe environments, to treat all with dignity.	6/4/2020 1:47 PM
944	Understand that restructuring of how mortally everything is done is paramount to completely remove corruption from the department.	6/4/2020 1:47 PM
945	Chief Moore will be missed he exhibited all those qualities, I had the pleasure of meeting him 4 years ago.	6/4/2020 1:42 PM
946	See above.	6/4/2020 1:40 PM
947	Weed out the bad and immoral cops at Salem PD. Keniston breaks laws left and right off duty and so do many other cops there. Salem has a bad name, but a new chief can get rid of these people.	6/4/2020 1:39 PM
948	Police officers should not have the ability or the option to turn off their body cams and the footage should go through a third party to keep everyone honest. If you aren't doing anything wrong, there shouldn't be any worries.	6/4/2020 1:38 PM
949	Should be open minded and keep the peoples interest and priorities as their number 1 priority. They should know that they are here to protect and serve us and stand by it at any cost.	6/4/2020 1:38 PM
950	No	6/4/2020 1:35 PM
951	Promise the termination of officers who violate the values promised.	6/4/2020 1:34 PM
952	If the next Police Chief is a white male than you will have failed your community and proven that the Salem Police Department is not committed to change. Diversity is key to gaining public trust.	6/4/2020 1:34 PM
953	Willingness to stand against political motives and protect the individual from unjust laws	6/4/2020 1:33 PM
954	As a leader enjoys working with a wide and diversity spectrum of citizens.	6/4/2020 1:32 PM
955	A person of color or a woman!	6/4/2020 1:29 PM
956	No	6/4/2020 1:29 PM
957	The chief of police should actively seek to demilitarize and reduce funding of Salem police department and instead seek to fund programs to reduce root causal factors of criminality including poverty, drug addiction, trauma and abuse. The chief should discipline officers which demonstrate a history of bias or abuse of citizens.	6/4/2020 1:29 PM
958	No	6/4/2020 1:29 PM
959	No	6/4/2020 1:28 PM
960	Black Lives Matter	6/4/2020 1:27 PM
961	Just be a honest person. Don't be afraid to discipline your officers if they violate policy.	6/4/2020 1:25 PM
962	N/A	6/4/2020 1:22 PM
963	Someone who views EVERYONE as equal.	6/4/2020 1:21 PM
964	Not that I can think of	6/4/2020 1:18 PM
965	The new chief should have a proven background in diversity, a willingness to stand with our diverse city residents, and willing to recognize police response is not always the best response. They should have working relationship with mental health, social workers, etc.	6/4/2020 1:16 PM
966	Hire the best candidate.	6/4/2020 1:15 PM
967	No	6/4/2020 1:08 PM

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968	No	6/4/2020 1:08 PM
969	no	6/4/2020 1:05 PM
970	I believe problem solving and a good leader is also important.	6/4/2020 1:05 PM
971	I hope it is a woman, or person of color.	6/4/2020 1:05 PM
972	Embrace the community. Encourage your officers to be seen as a community ally.	6/4/2020 1:04 PM
973	No	6/4/2020 1:04 PM
974	a bilingual Chief of Police would help to make the latino community feel included	6/4/2020 1:04 PM
975	No	6/4/2020 1:00 PM
976	na	6/4/2020 12:59 PM
977	Please look beyond the four walls of salem.	6/4/2020 12:58 PM
978	Just be fair and truthful	6/4/2020 12:58 PM
979	I want him to care about the Police Staff first, so then that benefits our community as a outward result.	6/4/2020 12:57 PM
980	I would love to see someone that can understand the difficult job, but also understand that abuse of power is not tolerated.	6/4/2020 12:57 PM
981	Best candidate	6/4/2020 12:57 PM
982	Remove white supremacist sympathizing officers.	6/4/2020 12:55 PM
983	No	6/4/2020 12:52 PM
984	N/A	6/4/2020 12:49 PM
985	No	6/4/2020 12:46 PM
986	To implement the "8 Can't wait" to reduce lethal encounters with police and keep police accountable for their actions	6/4/2020 12:29 PM
987	Access to the public at large. Reaching out to the community, being in the community.	6/4/2020 12:29 PM
988	You must be anti-racist. Actively involved in ending police brutality and supportive of police reform.	6/4/2020 12:23 PM
989	Lead like we want to see the change in our world. Listen to our hurting communities. Let's be a safe place for immigrants, and don't let the police force ever use extreme force like in the death of George Floyd. Learn more deescalation techniques and use some of your funding for people in mental health crisis. Do better for the sake of all of us!	6/4/2020 12:17 PM
990	Someone who prioritizes community involvement and cooperation with community resources.	6/4/2020 12:16 PM
991	Someone who has a track record of reducing police violence, who knows how to enforce laws equally and equitably, and who is not afraid to go against the grain of their profession.	6/4/2020 11:59 AM
992	Focus on prevention and build stronger allyship with minority organizations.	6/4/2020 11:58 AM
993	They need to serve and protect all in the community, even addicts or houseless people, POC, people from other countries or mentally handicapped people should feel safe.	6/4/2020 11:46 AM
994	Thank you for sending out this survey and for the work you do!	6/4/2020 11:46 AM
995	Racial bias is real and as uncomfortable as it is to admit that the department may in fact have officers that condone this, it has to be addressed. It's starts with informed leadership.	6/4/2020 11:38 AM
996	Yeah! Make them a person of color who won't tolerate our police's racial favoritism	6/4/2020 11:37 AM
997	NO	6/4/2020 11:35 AM
998	They must be committed to listening to the community and working with the community fairly and justly.	6/4/2020 11:13 AM
999	I hope they take a knee with protestors who oppose public executions by police officers	6/4/2020 11:10 AM

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1000	The next Chief of Police should be well educated in things outside of police knowledge, such as having a decent amount of knowledge in psychology and de-escalation.	6/4/2020 10:59 AM
1001	Compassion and humility are the true signifiers of inner strength in an individual and especially a leader. That's what's going to change this city for the better. Please find a person of this quality to lead us into a bright United future.	6/4/2020 10:57 AM
1002	I think being a strong leader is important too but in the sense of leading by example, listening and being accountable. Not in the sense of having a strong hand with staff.	6/4/2020 10:38 AM
1003	I want someone who is credibly committed to non-violent police work, reducing police budgets, and racial justice. I do not want Salem to become the next hashtag.	6/4/2020 10:27 AM
1004	All of the above qualities are necessary. Being part of the community, open in communication and ensuring the police force is highly trained in de-escalating situations is crucial.	6/4/2020 10:27 AM
1005	Please look at candidates other than white males. Please consider a person of color, minority or a woman. It is important that all types of people have opportunities in this role.	6/4/2020 10:25 AM
1006	The City of Salem suffers from a disproportionately large homeless population, it is essential that the next police chief understands how to manage the drug and mental illness issues that coincide with homelessness.	6/4/2020 10:24 AM
1007	No	6/4/2020 10:22 AM
1008	No	6/4/2020 10:19 AM
1009	N/a	6/4/2020 10:18 AM
1010	N/a	6/4/2020 10:03 AM
1011	N/a	6/4/2020 9:50 AM
1012	I would want them to be supportive of movements like black lives matter and defunding police in favor of more community programs.	6/4/2020 9:47 AM
1013	Someone who identifies as a person of color	6/4/2020 9:42 AM
1014	Use of community resources rather than police to deescalate situations	6/4/2020 9:27 AM
1015	Protect and Serve Everybody.	6/4/2020 9:21 AM
1016	Find someone committed to transitioning our city away from using police. Police are not the answer to so many of our problems, so why do we spend so much on them?	6/4/2020 9:03 AM
1017	People of color, immigrants, homeless individuals and everyone who isn't straight white males are not all criminals, drug addicts, etc. give people, all people a chance.	6/4/2020 9:00 AM
1018	May his or her greatest quality be as a listener.	6/4/2020 8:50 AM
1019	I'd like to see compassion and justice. I think the two can be done at the same time.	6/4/2020 8:07 AM
1020	They must be inclusive and willing to discipline "bad" cops.	6/4/2020 8:04 AM
1021	Familiarity with, and strong opposition to violent right-wing elements that have come to see Salem as a safe place to conduct hateful acts.	6/4/2020 7:30 AM
1022	See previous <3	6/3/2020 11:56 PM
1023	Na	6/3/2020 11:18 PM
1024	Please add diversity to the force when choosing a candidate.	6/3/2020 11:15 PM
1025	Deescalation first, violence as a very last resort would be cool to have a person of color or a woman but not necessary.	6/3/2020 10:03 PM
1026	No	6/3/2020 9:37 PM
1027	N/A	6/3/2020 9:34 PM
1028	not much more than I already wrote above.	6/3/2020 9:22 PM
1029	N/a	6/3/2020 8:50 PM

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1030	Not at this time	6/3/2020 8:49 PM
1031	Holding the police accountable	6/3/2020 8:29 PM
1032	Do better	6/3/2020 8:28 PM
1033	I want the next Chief of Police to believe deeply in crime reduction and harm prevention. Even - and especially - when that means reducing the police force and promoting intervention by social service organizations instead of locking people up.	6/3/2020 8:08 PM
1034	Please be committed to reducing bias and racial profiling. Please commit to fair policing.	6/3/2020 8:04 PM
1035	Should have demonstrated experience standing up to bigotry, corruption and militancy within their own ranks.	6/3/2020 7:58 PM
1036	No	6/3/2020 7:48 PM
1037	again. remember critics will outnumber the positives. thank you for keeping Antifa from burning down Salem	6/3/2020 7:35 PM
1038	Nope!	6/3/2020 7:15 PM
1039	The least of those qualities listed above, are the ones that deal with crime. A chief if police needs to be the top community advocate.	6/3/2020 6:48 PM
1040	Hold officers that harm civilians accountable for their actions!	6/3/2020 6:45 PM
1041	Salem Police has a history of good-ol'-boy behaviors. The next Chief should ensure that this is rooted out, that police are fully trained to appropriately handle crises, and that cronyism is not tolerated.	6/3/2020 6:27 PM
1042	Again, police are not above the law, and should not have the power to arrest someone for talking. SPD needs to learn to control themselves. I've seen it happen many times. My roommate even recounted a time with a specific officer where she was not committing a crime, but she said something that insulted the officer, and he replied saying that if she was right, that'd make him look stupid, and that would make him very angry. He also threatened to arrest her over that verbal altercation, even though there was zero crime committed. Resisting arrest should only be a charge when there are other charges already. Not as a standalone charge. It's not right to pick people to mess around with and just arrest them because you can, and add charges of disorderly conduct and disobeying a police officer when they get angry because they're being arrested for no reason. Have seen it happen. The next Police Chief needs to be someone who is honest and accountable for themselves and for their department as a whole. The "good" cops turn the bad cops in.	6/3/2020 6:08 PM
1043	N/A	6/3/2020 5:46 PM
1044	N/a	6/3/2020 5:43 PM
1045	Our public safety department should be a reflection of our community in race and sex. There needs to be diversity.	6/3/2020 4:49 PM
1046	To show diversity and inclusivity consider someone from the BIPOC community.	6/3/2020 4:44 PM
1047	I hope they are someone who will hold their fellow officers accountable and be a leading example of inclusion and ethics	6/3/2020 4:15 PM
1048	The ability to stand up to police union. Willingness to demilitarize or police force.	6/3/2020 4:02 PM
1049	Hiring a Person of color would go a long way in gaining trust and showing commitment to issues of diversity, equity and social justice	6/3/2020 3:55 PM
1050	Do better. We need big change and it comes from the top.	6/3/2020 3:25 PM
1051	"Vulnerable" people must also be held to the law. Selective enforcement is discriminatory.	6/3/2020 2:43 PM
1052	Thank you for dedicating your life to justice.	6/3/2020 2:15 PM
1053	No	6/3/2020 1:53 PM
1054	The chief must be a regular and committed advocate of the Black Lives Matter movement.	6/3/2020 1:52 PM
1055	Please don't be afraid to hold your own department accountable for its actions. I have already	6/3/2020 1:46 PM

Chief of Police Survey for the City of Salem

heard of some unsavory things about the Salem Police with regards to the recent protests. Officer conduct is what makes enemies of communities and police departments. In general, my sense is that police officers lack humility and empathy, and these are two very important values that every officer must embody.

1056	Please consider a perpetuating a culture of equal enforcement and empathy towards the citizens of our city.	6/3/2020 1:38 PM
1057	Hire someone who prioritizes citizens over the police department itself; someone who actively values diversity and equity; someone who will be accountable for the behavior of bad officers (and who will hold those officers fully accountable themselves).	6/3/2020 1:34 PM
1058	No	6/3/2020 1:30 PM
1059	Please have a commitment to recognizing that structural change is important.	6/3/2020 1:27 PM
1060	N/a	6/3/2020 1:15 PM
1061	Get the armed militia off of our streets! Our populace is in fear of these unlawful intimidators and the police will take no action against them. I will not return to downtown while they are allowed to openly threaten me and my family with guns.	6/3/2020 1:14 PM
1062	Not at this moment.	6/3/2020 1:07 PM
1063	It needs to be someone who will put an emphasis on training well beyond what is the standard for their officers. Especially focusing on tight Rules of Engagement, De-Escalation Tactics, and community involvement.	6/3/2020 1:06 PM
1064	Do not measure the candidates against whether you think they'll fit the existing culture but whether they will bring Salem into the next era of community building.	6/3/2020 1:02 PM
1065	Not at this time	6/3/2020 12:58 PM
1066	I believe the next leader needs to lead by example, and to hold officers accountable. This includes officers who actively try to help the armed protesters "stay safe from curfew". The police should not be preemptively choosing winners and losers. It makes anyone not in the "in" group automatically distrustful and combative, which only results in the loss of confidence by those who need that confidence the most.	6/3/2020 12:53 PM
1067	This survey needs to be redone and be better announced. The recordings online of police interactions these past few days are a poor showing of community as they are seeming to focus on political affiliation.	6/3/2020 12:51 PM
1068	No	6/3/2020 12:38 PM
1069	Open and honest and willing to see a better way of policing than the usual military style force.	6/3/2020 12:34 PM
1070	No military tactics , but genuine care for each person!	6/3/2020 12:32 PM
1071	This high-ranking officer should have the pride of wearing a uniform and being a public servant.	6/3/2020 12:28 PM
1072	No	6/3/2020 12:18 PM
1073	Advocacy for greater diversity	6/3/2020 12:07 PM
1074	It's time to defund and redistribute funds. The police is relied on far too heavily, and reform on it's own does not work	6/3/2020 12:02 PM
1075	Focus on creating an accountable police force.	6/3/2020 11:47 AM
1076	Hire someone who cares about people, not just their officers.	6/3/2020 11:46 AM
1077	They need to prioritize the value and safety of ALL community members.	6/3/2020 11:46 AM
1078	A woman would be a nice change.	6/3/2020 11:45 AM
1079	Eradicate the racists and white supremacists. Put good faith effort into showing the community that a cop is there to help.	6/3/2020 11:43 AM
1080	The next Chief of Police should value and align with the BLM movement. No more excuses.	6/3/2020 11:41 AM
1081	No.	6/3/2020 11:35 AM

Chief of Police Survey for the City of Salem

1082	VALUE BLACK LIVES	6/3/2020 11:25 AM
1083	Please be fair. The world is hurting. People of color are being killed in the streets. In unacceptable. My heart hurts for everyone. Being a while female I can't even comprehend how scary this must be for people of color.	6/3/2020 11:21 AM
1084	I would prefer an internal hire. Someone who has had years of experience within the city. Hiring an external chief doesn't seem like the right thing to do when you have years of experience already here and home grown.	6/3/2020 11:19 AM
1085	We must always strive to do better than those before us.	6/3/2020 11:19 AM
1086	Demonstrated record of officer accountability	6/3/2020 11:18 AM
1087	No	6/3/2020 11:14 AM
1088	Have some morality. Don't just serve political agendas.	6/3/2020 11:07 AM
1089	If the chief of police has to exist their job must be to eradicate white supremacists from the force. Easier just to disband.	6/3/2020 11:00 AM
1090	Black Lives Matter	6/3/2020 10:59 AM
1091	Check his reputation amongst community leaders and members from his or her previous jobs.	6/3/2020 10:54 AM
1092	No	6/3/2020 10:52 AM
1093	I would like to see a Chief of Police who is a strong enough person to lead the change of how policing is done in Salem, even if it's popular with her peers.	6/3/2020 10:31 AM
1094	Please keep training staff to better understand the inequity in our city and how that leads to protests and even crime. There needs to be a tremendous amount of community building and healing. I'd like to see a plan on how the police will handle equity and social justice issues.	6/3/2020 10:27 AM
1095	It would be great if he/she was a POC	6/3/2020 10:18 AM
1096	no	6/3/2020 10:07 AM
1097	Integrate the police with the community, be safe to interact with and approachable. Expect the same of other officers.	6/3/2020 9:59 AM
1098	They shouldn't be white or male.	6/3/2020 9:54 AM
1099	No	6/3/2020 9:53 AM
1100	No	6/3/2020 9:47 AM
1101	Someone with a history of innovative out-of-the-box thinking around tough issues like reducing homelessness.	6/3/2020 9:36 AM
1102	No	6/3/2020 9:11 AM
1103	Let this be an opportunity to move forward and not back. We are seeing now more than ever police's ability to commit violence on a mass scale. I hope to have a police chief I can be proud of.	6/3/2020 8:58 AM
1104	Bring someone in who is willing to punish the police officers that are abusing their power, and attacking peaceful protesters.	6/3/2020 8:55 AM
1105	Restorative Justice principles	6/3/2020 8:41 AM
1106	needs to work with community leaders, and not just the NAACP. Need to listen to organizations such as LUS, mano a Mano and PCUN.	6/3/2020 8:33 AM
1107	Needs to be an involved member of the community, strong leader, and communicator	6/3/2020 8:23 AM
1108	Ability to connect with people of all ages, races or ethnicities and economic levels is important.	6/3/2020 8:22 AM
1109	Erase racism from the SPD.	6/3/2020 8:13 AM
1110	Please encourage diversity, equity and anti-bias training.	6/3/2020 7:54 AM
1111	Must be capable of reuniting law enforcement with the community by demonstrating a	6/3/2020 7:53 AM

Chief of Police Survey for the City of Salem

knowledge of and commitment to police reform and anti racism work.

1112	Must focus on humane relations with every human being. Must stop militarized policing and associations with white supremacists.	6/3/2020 7:22 AM
1113	They need to be ready to change how we do things. We can't have white supremacist sympathizers on our police force. We must have policemen who come up with real solutions even if that means that new departments less focused on incarceration are built.	6/3/2020 7:20 AM
1114	No	6/3/2020 6:54 AM
1115	We need Strong leadership. We've had a city council person who watched black folks get run over. We have a city councilor who came to his defense. We have a mayor who just supported the city councilor who defended his friend.	6/3/2020 6:03 AM
1116	Keep following the good qualities we have had in Walt Meyers and Jerry Moore. Our chiefs have high integrity and value every being in our community.	6/3/2020 4:00 AM
1117	Model and learn from is proven to be effective that isn't abusive.	6/3/2020 2:59 AM
1118	No	6/3/2020 2:45 AM
1119	No	6/3/2020 1:56 AM
1120	The Chief must implement de-escalation policy - deadly force cannot be used before de-escalation. The Chief must also be willing to hold officers accountable for their behavior.	6/3/2020 12:56 AM
1121	The must be willing to really listen to the people they serve and be solutions oriented.	6/3/2020 12:36 AM
1122	Needs to be prepared to hear the concerns of Salem's residents and take measurable action on complaints or suits filed against inappropriate officer behavior.	6/3/2020 12:30 AM
1123	Deal with the homeless who trash our cities and shops. It's not okay. I told police there was a guy shooting up drugs right behind them and they just laughed. It's not ok. We are scared to go to the skate park since our cars could be attacked or we will be attacked. Build more shelters for them or take them to the cell. It will be better for all of us since they can get food in jail and we can get food without [Expletive] being thrown at us.	6/3/2020 12:26 AM
1124	I want them to be able to take initiative and voice his opinion to higher ups about things that he doesnt feel are moral.	6/3/2020 12:23 AM
1125	Not a white middle aged man.	6/2/2020 11:34 PM
1126	I am looking for a police chief who is willing to look into the research on how to reduce officer involved shootings and police violence and move toward enacting policies that align with the research.	6/2/2020 11:34 PM
1127	The current leadership in Salem PD is willing to placate the growing alt-right presence and that makes me fear for my family's safety. Please find someone who doesn't let neofascist walk around our city with AR-15s.	6/2/2020 11:27 PM
1128	They should not be a white supremacist	6/2/2020 11:19 PM
1129	Be careful with what you are asking for the average citizen who knows nothing about law enforcement. I am not an LEO and not even I feel safe with .asking suggestions for who should be a leader. This should be decided within the department.	6/2/2020 11:04 PM
1130	Stop biased policing of black and brown people and the homeless. End use of weapons, tear gas, rubber bullets, pepper spray, etc. Voluntary budget cuts and staff reduction. Reduce policing entirely.	6/2/2020 10:59 PM
1131	Seek to end the national epidemic of police brutality	6/2/2020 10:52 PM
1132	Having a police officer who's goal is to improve the fairness of the system while reducing crime	6/2/2020 10:48 PM
1133	Now is the time to step up and be the best leader you can be. Our city needs guidance on how to move forward with hurt in our hearts. Help us	6/2/2020 10:43 PM
1134	No	6/2/2020 10:42 PM
1135	Whomever the chief of police is they should NOT be political climbers. They need to have a stake in their community.	6/2/2020 10:41 PM

Chief of Police Survey for the City of Salem

1136	Person of color preferred.	6/2/2020 10:36 PM
1137	Please choose someone who reflects Salem's population as a whole. Who has experience with positive community interactions with minorities and ensures their force actually treats all groups equally.	6/2/2020 10:28 PM
1138	No	6/2/2020 10:26 PM
1139	It was tough just picking three so i will add that the next Chief should be committed to fairness and transparency.	6/2/2020 10:09 PM
1140	no	6/2/2020 10:06 PM
1141	BLACK LIVES MATTER	6/2/2020 10:04 PM
1142	https://www.facebook.com/jared.richert/videos/10222645759633762	6/2/2020 10:01 PM
1143	Again, selecting 3 of those qualities as the top ones is not the right way to go about this. They are ALL important. I checked 6 rather than 3 and would probably check them all if I really reflected what I think. No candidate will have all these qualities, but a good one will have most of them.	6/2/2020 9:56 PM
1144	The Chief of Police should be aware of the recent atrocities committed against the American people by police officers all over the country and denounce those actions. They should actively work against hate and prejudice in Salem, and ensure officers are abiding by the law themselves.	6/2/2020 9:54 PM
1145	Pick a woman.	6/2/2020 9:50 PM
1146	If you have someone of high integrity and skill in leadership who empower the officers and other professionals then there will be inclusion and that person will insure that there is good community engagement because they are a person of integrity and respect the service element of Police duties. Corporal Connelly is an excellent example of what an officer should be. He displays problem solving skills and is extremely respectful. All policing agencies need more of someone like him.	6/2/2020 9:49 PM
1147	make a clear distinction between legit protestors and rioters who are seeking to foment riots and incite violence. Don't hire someone who cannot make that distinction and commit to just behavior in themselves and their officers and staff.	6/2/2020 9:44 PM
1148	be actively involved with schools, businesses and listen to the people of Salem. promote healthy choices for all, not just one group or political party	6/2/2020 9:39 PM
1149	Hopefully they will have an idea on how to make the downtown and capital area feel safer and restore it to being a pleasant place for the community,	6/2/2020 9:37 PM
1150	Please be a good leader	6/2/2020 9:35 PM
1151	Please be an honest person with integrity and demand the same from your officers.	6/2/2020 9:32 PM
1152	They're going to have a big mess on their hands and they need to be willing to communicate honestly and openly with the public. And they absolutely must hold their subordinates accountable for their actions regardless of any personal relationship or bond.	6/2/2020 9:29 PM
1153	I believe the city should strongly consider choosing a female chief of police, and a chief who is a person of color.	6/2/2020 9:27 PM
1154	That they hold everyone to a high standard and that they never let that standard fall.	6/2/2020 9:21 PM
1155	Maybe not another white guy	6/2/2020 9:08 PM
1156	Be an active member of the community	6/2/2020 9:07 PM
1157	We need someone who is going to do what is best for the city, not what is best for themselves or their status.	6/2/2020 9:01 PM
1158	The next Chief of Police is going to need to live up to the highest standard in order to regain the loss of trust	6/2/2020 9:00 PM
1159	No.	6/2/2020 8:48 PM

Chief of Police Survey for the City of Salem

1160	It should be a man	6/2/2020 8:27 PM
1161	They must be committed to eradicating police violence.	6/2/2020 8:18 PM
1162	Should be committed to holding officers accountable for any excessive force against or murder.	6/2/2020 8:14 PM
1163	Must be willing to be told they and their staff are doing wrong, or need to change direction and do it.	6/2/2020 8:04 PM
1164	Please help change things	6/2/2020 7:53 PM
1165	Please hold officers accountable for unlawful actions. Lethal or violent force should not be used unless absolutely necessary. Deescalation is an invaluable tool that every officer must learn and implement to ensure positive relationships with ALL community members.	6/2/2020 7:39 PM
1166	I also think awareness of and willingness to implement "modern police practices" is important, specifically those that center on racial justice and nonviolent methods of harm reduction.	6/2/2020 7:36 PM
1167	I am disgusted with and untrusting of ANY of you. You're all [Expletive].	6/2/2020 7:36 PM
1168	Chief seems to be a smart person	6/2/2020 7:30 PM
1169	Get rid of Vagrants and enforce truancy. Get tough on property crime	6/2/2020 7:01 PM
1170	Body cameras are a must	6/2/2020 6:25 PM
1171	They shouldn't be a racist. Maybe that'll happen in my next lifetime. They should be someone little black or Mexican kids can ACTUALLY look up to. Not be naive, and wake up one day horrified that they're absolutely nothing to them.	6/2/2020 6:24 PM
1172	Look around the country and take advice from the people on how to act. Remember, the people are the ones who hold the power. At the end of the day we significantly outnumber you. Set a good example for others and HOLD OFFICERS ACCOUNTABLE. No internal investigations where you determine if yourselves are guilty or not. Third party investigations for anything the public is concerned for. Better yet, transparent third party investigations. Motives need to be known.	6/2/2020 6:23 PM
1173	fire racists in your department. hold your cops accountable if they blatantly murder someone. stand up against racism and prejudice.	6/2/2020 6:19 PM
1174	Nothing that I haven't already stated in the previous box :	6/2/2020 6:05 PM
1175	Again maintaining the community by educating yourselves, and keeping each other accountable within your closed networks.	6/2/2020 5:17 PM
1176	Prioritize serving the community over punishing the community. Be accountable for your actions. Stop brutalizing and harassing peaceful demonstrations while ignoring weaponized citizenry.	6/2/2020 5:09 PM
1177	1. Create an independent inspector body to investigate police misconduct and criminal allegations and controls evidence like body camera footage. Any use of lethal force shall trigger an automatic investigation by this body. 2. Create a requirement for states to establish board certification with minimum education and training requirements to provide licensing for police. In order to be a law enforcement officer, you must possess this license. The inspector body in #1 can revoke the license. 3. Refocus police resources on training, de-escalation, and community building. 4. Adopt the "absolute necessity" doctrine for lethal force as implemented in other states. "I feared for my life" is no longer a valid excuse. 5. Codify into law the requirement for police to have positive control over the evidence chain of custody. If the chain of custody is lost for evidence, the investigative body in #1 can hold law enforcement officers and their agencies liable.	6/2/2020 4:53 PM
1178	Transparency and communication with the community should be vital.	6/2/2020 4:50 PM
1179	We need someone who will do the right thing, even if they think they can get away with not.	6/2/2020 4:48 PM
1180	Please listen to the community and go above and beyond to listen to serve the most vulnerable populations.	6/2/2020 4:47 PM
1181	stop gassing youth	6/2/2020 4:17 PM
1182	Reduce the focus on enforcement, and instead focus on community engagement. We should	6/2/2020 4:16 PM

Chief of Police Survey for the City of Salem

look to our police officers as friends and helpers. The Goal should be safety, not punishment or enforcement -- If we consider safety our goal, than relationships, education, and partnership become tools equal to or better then handcuffs and weapons.

1183	No	6/2/2020 4:13 PM
1184	Don't a be a stupid	6/2/2020 3:53 PM
1185	Having experience managing both from the law enforcement side as well as the community building side are important.	6/2/2020 3:32 PM
1186	The next Chief should be relatable and more visable to the public. A household name to those living in salem.	6/2/2020 3:30 PM
1187	strengthen use of force policies even if unpopular	6/2/2020 3:17 PM
1188	No	6/2/2020 3:13 PM
1189	Concentrate on community policing	6/2/2020 3:11 PM
1190	Choose a person with a background reflecting the use of de-escalation over aggression, with training in working with disadvantaged communities and people with mental and physical disabilities.	6/2/2020 3:03 PM
1191	No	6/2/2020 2:59 PM
1192	How about we hire a qualified person of color—African American or Latino/Latina would be great.	6/2/2020 2:45 PM
1193	Ideally this person would be willing to expand the oversight powers of the citizens review committee and increase diversity, including diversity of race and economics, to be more reflective of the community.	6/2/2020 2:40 PM
1194	Open and clear communication for all	6/2/2020 2:15 PM
1195	All of the qualities and responsibilities listed above are important. The best police chief would rate excellent on all of them.	6/2/2020 2:00 PM
1196	Don't be fascist.	6/2/2020 1:36 PM
1197	Don't be a power hungry [Expletive] head. Encourage your officers to treat people like human	6/2/2020 1:18 PM
1198	beings. Maybe not a racist turd would be swell.	6/2/2020 12:39 PM
1199	Make it a POC	6/2/2020 11:54 AM
1200	A person able and willing to involve in the community and it's activities and be a recognizable member of the community	6/2/2020 11:50 AM
1201	Who ever gets chosen I hope they don't try to cover up and skirt their responsibility if one of there officers commits a crime. I am a team leader at my job and when any of the members of my team make a mistake or do something wrong I take responsibility for them. Since I am their leader it falls on me ultimately if they make a mistake.	6/2/2020 11:35 AM
1202	They better believe black lives matter and do everything in their power to make sure it shows through their officers actions. Lead by example.	6/2/2020 10:59 AM
1203	They must be committed to a fair and just justice system. There should be racial sensitivity training in every department, and an independent citizen committee with real punishing power over the police department that will oversee fatal encounters with police officers	6/2/2020 10:58 AM
1204	Have a knowledge or experience with disabilities of all kind (including Deaf).	6/2/2020 10:40 AM
1205	Training in de-escalation, non-violent conflict resolution, and an absolute rejection of the type of the popular, hyper-aggressive, violence-encouraging training sold to police departments by David Grossman (Killology Research Group) and others.	6/2/2020 10:35 AM
1206	bring NAACP, CAUSA, and other POC-led organizations into the hiring process	6/2/2020 10:24 AM
1207	No	6/2/2020 10:02 AM
1208	Get it together guys. We hear you losing your cool over the PA. We see you.	6/2/2020 9:59 AM

Chief of Police Survey for the City of Salem

1209	Honesty and transparency as well as good police policies.	6/2/2020 9:36 AM
1210	Please choose someone with a track record of treating all the citizens they serve with fairness, and the ability to ensure that citizens remain safe from the police - through training officers, through transparency, through setting very clear expectations of the officers under their command.	6/2/2020 9:32 AM
1211	I hope you're all fired	6/2/2020 9:32 AM
1212	Make sure he doesn't order the policemen to throw tear gas at peaceful protesters, kill black people and terrorize the citizens	6/2/2020 9:22 AM
1213	My brother and grandfather have been racially profiled in Salem-Keizer. I would like to see far more compassion because those are people I LOVE. People who work hard. My brother is the kind of person who goes to the store and ALWAYS buys for his sisters too. Since he was a child. My grandpa was the kind of guy who woke up early to cook everyone breakfast and when picked us up from school had a snack waiting on the seat for us. These are people who should not be refused kindness for a traffic stop. If they make a mistake whilst driving that doesn't mean everything about them is stripped away. They are not paperwork. My grandma tried to tell my brother to change his last name to my mothers white maiden last name. Funny story is she was the immigrant. (Green card legal for over 20yrs now) my brother shouldn't have to give up his last name out of fear of being incorrectly treated by your officers. My heart hurts for my family that didn't end up "white passing" with their skin tone. Do some background work on your officers. Are they part of any groups they shouldn't be? If you hear any comments they shouldn't be making or jokes POLICE THEM ON IT. Silence is violence and you as a chief will go down with your team. You're only as strong as your weakest link and if your links are all racists this is a new generation of people and the technology today will make it impossible for you and your team to get out from under the impressions you've set for yourself. Check in and never stop checking in. The moment you slack and give them an inch they can take you a mile. It's basic parenting 101. If you're going to be the head of people you have a responsibility to set the example.	6/2/2020 9:21 AM
1214	Mist be willing to do a thorough investigation of all existing police and a cleansing of the force of probable bad actors. And ensure his force treats all citizens the same. I.e. they stop every 6' foot (or close white person) the same way and rate they pull over a POC	6/2/2020 9:09 AM
1215	Try helping not hurting people.	6/2/2020 9:09 AM
1216	Don't allow police brutality and racism	6/2/2020 9:08 AM
1217	PR stunts like kneeling are not substantive, especially when we can't be sure whether you're kneeling like Kaepernick or like Chauvin. Show real change by treating all people equitably and stop using violence to quash dissent.	6/2/2020 9:07 AM
1218	The next police chief needs to be diligently and vocally anti-racist and needs to demonstrate commitment and a track record of fostering equitable practices. Additionally, the new chief should have experience removing white supremacist groups from the police force and incorporating policies to prevent infiltration by extremists.	6/2/2020 9:02 AM
1219	There shouldn't be one. No more police!	6/2/2020 8:59 AM
1220	Kill yourselves	6/2/2020 8:46 AM
1221	Our community is diverse, and economically stratified. We are bigger than a small sleepy town, but we're not Portland. The person chosen must be able to navigate the police force to employ sensitivity regardless of who they're dealing with.	6/2/2020 8:41 AM
1222	Must not tear gas children.	6/2/2020 8:39 AM
1223	Someone who doesn't gaslight or use tear gas on peaceful protesters	6/2/2020 8:36 AM
1224	Don't let your cops teargas children running away from them.	6/2/2020 8:25 AM
1225	Quit	6/2/2020 8:25 AM
1226	Is there a public policy that the community can count on when injustices are reported at the hands of police. How can we know you are holding the department accountable?	6/2/2020 7:59 AM
1227	The need to be able to communicate and understand the most underprivileged people in the community and talk to those community leaders	6/1/2020 11:30 PM

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1228	We need to build on the good practices and culture that Chief Moore started. Our police department is above average in just about every major category, but we need a police department that looks more like the community it is serving.	6/1/2020 11:19 PM
1229	You need to pretend like we live in the modern era.	6/1/2020 8:25 PM
1230	It would be great to have a person of color in this role	6/1/2020 8:04 PM
1231	Continued de-escalation training and racial equity.	6/1/2020 7:29 PM
1232	https://www.joincampaignzero.org/	6/1/2020 7:06 PM
1233	Commitment to Black Lives Matter movement.	6/1/2020 5:25 PM
1234	He must have the guts to weed out members of the radical right from the police force. Recurrent hate crimes by cops are almost a given in any large city in the country.	6/1/2020 4:49 PM
1235	All of the above, not just 3	6/1/2020 4:44 PM
1236	Need someone who understands how polarized this city is and how outside influences keep trying to get here to antagonize people.	6/1/2020 4:43 PM
1237	They need to pass sweeping reform.	6/1/2020 4:35 PM
1238	Needs to know how to diffuse a situation rather than escalating peaceful situations into violent ones (as we're seeing now)	6/1/2020 4:23 PM
1239	Please stop harming unarmed people.	6/1/2020 3:46 PM
1240	Advocate for non-violent resolution of all conflict. Condemn the scourge of right wing hate groups that is building up in this city. Please treat houseless folks with as much dignity and respect as you would an old friend who fell on hard times.	6/1/2020 3:35 PM
1241	Police accountability is now more important than ever; whatever the current Salem PD climate is, it can be improved. Need to build a culture of integrity first over supporting the badge.	6/1/2020 10:09 AM
1242	n/a	6/1/2020 9:00 AM
1243	Needs to come with a robust background of lawenforment in a tight-knit community. Not only a high level of experince with diversity, but the patience and empathy that goes with understanding different cultures.	6/1/2020 8:51 AM
1244	Although I did not choose inclusion and diversity in my top 3 priorities, it is also a vital characteristic of a police chief in today's climate.	6/1/2020 8:04 AM
1245	The next Chief of Police must pass an implicit-bias screening and be committed to reducing harm for communities of color.	6/1/2020 7:30 AM
1246	Long time Salem resident	6/1/2020 3:28 AM
1247	Please ensure that the police chief is committed to social justice and equity.	5/31/2020 9:13 PM
1248	No	5/31/2020 8:33 PM
1249	Be strong enough to keep your colleagues accountable	5/31/2020 7:56 PM
1250	Be Strong, But Be Humble with Pure Honesty	5/31/2020 5:48 PM
1251	Not right now.	5/31/2020 5:38 PM
1252	Hire a person of color or a woman, or both!	5/31/2020 5:24 PM
1253	Please be open to hear from ALL constituents. Salem consists of more than just downtown.	5/31/2020 4:19 PM
1254	Should be someone of diverse background with a level head. Someone who can build community.	5/31/2020 3:17 PM
1255	A person who holds all people's lives in high regard. Someone who is committed to serving the community, especially its most vulnerable populations. Someone who believes in building a strong community through partnership.	5/31/2020 12:24 PM
1256	Just hope the three qualities chosen will cover all the qualities listed. Tall order, but all qualities certainly are important.	5/31/2020 12:12 PM

Chief of Police Survey for the City of Salem

1257	Hire a person of color	5/31/2020 11:59 AM
1258	Someone with a track record of addressing social justice issues and who understands the racist history of Oregon and will actively work to change that. We want to be the leader of racial equity in Oregon.	5/31/2020 11:18 AM
1259	Please find someone who puts community in the forefront. Building trust within the community helps solve many other issues. Without trust as a starting point we just see more of what is happening around our country at this tragic time.	5/31/2020 11:04 AM
1260	The next chief should have field experience and be a graduate if the FBINA	5/31/2020 10:42 AM
1261	Police Chief needs to stay current with what community and police department needs.	5/31/2020 10:20 AM
1262	The skills selected entail that the other qualities not selected would be present in the next Chief of Police. Integrity is key! Someone with a diverse cultural background would be a plus if they were bilingual, especially with the high percentage of Spanish speaking families in Salem-Keizer.	5/31/2020 10:20 AM
1263	More accountability, required bodycams and punishment if footage is lost, damaged or missing. Better training on how to peacefully arrest and termination of officers who repeatedly use excessive force. And arrestS of officer who cause kill or harm unarmed innocent people.	5/31/2020 9:56 AM
1264	Not a racist and willing to fire every officer that is.	5/31/2020 9:50 AM
1265	Chief Moore is going to be difficult to replace. He has set a very high-standard and has exceeded all of my expectations in a chief of police.	5/31/2020 9:43 AM
1266	Some one who will fire and arrest violent officers. Who will not tolerate racism in the force. Not jokes..... none of it.	5/31/2020 9:37 AM
1267	Let it be someone that genuinely cares about the issues minorities are facing and the problems we are all facing locally and globally.	5/31/2020 9:28 AM
1268	He/she should be compassionate and committed to equality under the law	5/31/2020 9:15 AM
1269	End racial disparities in policing (i.e. stop killing black people)	5/31/2020 8:59 AM
1270	No	5/31/2020 8:05 AM
1271	There are many problems we need to address in Salem - homelessness and racism and the suffering of marginalized people should be our top priority. I would love to see Salem hire a police chief with a background in social justice.	5/31/2020 7:39 AM
1272	Our city could really benefit from having a woman or person of color as the police chief. We need to have more diversity in this position.	5/31/2020 7:22 AM
1273	Police need to live in the areas they are policing. That's where commitment your neighbors comes from. I am not talking about Salem as a whole I mean every neighborhood an office is stationed they should live in. Do not hide yourself away in South Salem.	5/31/2020 7:09 AM
1274	The new chief absolutely MUST be involved in assisting Salem/Marion and Polk counties to enact programs and policies that address homelessness and remove police from being the front-line response to chronic homelessness.	5/31/2020 6:49 AM
1275	The City is building an overpriced, over budget building, while we have people with mental issues, drug issues and homelessness everywhere. I am frustrated that the city pushed through a sit/lie ordinance downtown, under the guise of protecting the homeless. I am sick of the city spending money on projects that private businesses should be paying for. And city staff at municipal court are some of the most incompetent people I have ever come across.	5/31/2020 3:06 AM
1276	His top priority should be Diversity, Equity, and Inclusion trainings for all staff and officers.	5/31/2020 1:49 AM
1277	Be an anti-racist leader to bring Salem into the 21st century. Maintaining the status quo (or what used to be) is no longer adequate	5/30/2020 9:48 PM
1278	Make all internal investigations public. We have a right to know when our officers have had serious, legitimate, complaints lodged, and we have the right to know how those investigations are handled.	5/30/2020 8:51 PM
1279	be familiar with salem's issues and quality of life and how its unique quality of life is not the	5/30/2020 8:41 PM

Chief of Police Survey for the City of Salem

	same as Portland nor do we Want to be Portland	
1280	All of the qualities above are important, yet these 3 seem to be the base to build the other qualities from.from	5/30/2020 3:41 PM
1281	Must not tolerate racial bias and be willing to take aggressive action against racially based harassment by police officers.	5/30/2020 1:35 PM
1282	I do believe that being up-to-date on police practices and technology is very important. We should be able to provide the tools that our officers need to keep us safe and be successful in law enforcement.	5/30/2020 1:33 PM
1283	Less military, more neighborly.	5/30/2020 1:05 PM
1284	Focus on training police to de-escalate situations, respond appropriately to mental health crises, and use the least force necessary to subdue and arrest.	5/30/2020 12:13 PM
1285	Being a good communicator is essential as well as supporting staff in their own reflective process to continue to improve their practice in being responsive to the concerns of communities that have been marginalized	5/30/2020 10:01 AM
1286	Get out of the "law and order" "do what I tell you" mode of police work. And find community solutions.	5/30/2020 9:44 AM
1287	The choices above are difficult as all are pretty critical. I hope that the police chief will demonstrate a more progressive front with more emphasis on community relationships and less on military vehicles and armament.	5/30/2020 9:34 AM
1288	Easy to work with	5/30/2020 9:29 AM
1289	Someone that is looking to move Salem to the next generation of policing and modern practices. "The way we've always done it" doesn't always continue to work. Looking at resiliency, Officer support, and innovative ideas to make Salem a destination agency are all important.	5/30/2020 9:26 AM
1290	Acknowledging the current & increasing racial tensions across our nation in 2020 are paramount. Citizens need a Police Chief who leads by example for ALL officers.	5/30/2020 9:08 AM
1291	Able to make tough decisions	5/30/2020 8:40 AM
1292	Someone who the men and women he leads will respect....Jerry Moore has been an amazing Police Chief....who can work with the community and LISTEN!	5/30/2020 6:54 AM
1293	I hope that person will not be politically driven and people before profit	5/30/2020 6:13 AM
1294	No	5/30/2020 5:54 AM
1295	Dont always think negative.	5/30/2020 4:43 AM
1296	A strong candidate will need to have wisdom, humility, and the ability to seek out, work with, listen to, and show respect to community members who have been historically oppressed by police.	5/30/2020 2:05 AM
1297	He (generically speaking) should care more about good people, good policing, than commitment to 'diversity', etc. Good is better, whatever heritage, than diverse.	5/30/2020 12:38 AM
1298	No	5/30/2020 12:31 AM
1299	I would like to see someone who knows more than one way to solve problems. I want to see someone who will change culture of the thin blue line so officers are not so likely to commit suicide and/or shoot people. If I ask him about the milgram experiments or the stanford experiment I want to know that he is aware and integrating this information to change the culture of the police department before we have a michael Brown incident of our own.	5/29/2020 9:38 PM
1300	Choose solely on merit without regard to gender,race etc.	5/29/2020 8:45 PM
1301	Experience in dealing with folks struggling with homelessness, drugs, and just struggling.	5/29/2020 8:35 PM
1302	Thanks for all you do!! Strong community profile is very desirable. Be one of us.	5/29/2020 8:28 PM
1303	Training and experience in using the Cure Violence approach to reducing gang violence would be a plus--see Cure Violence Global www.cvg.org . Also, experience in monitoring protest rallies	5/29/2020 8:25 PM

Chief of Police Survey for the City of Salem

and protecting freedom of speech is needed in this capital city.

1304	We support our police and police chief and are grateful for their service	5/29/2020 8:25 PM
1305	... new chief needs to have solid skills in advanced community policing practices that handle the mentally ill and homeless populations effectively and humanly ...	5/29/2020 8:20 PM
1306	No	5/29/2020 7:52 PM
1307	Bilingual would be best.	5/29/2020 7:36 PM
1308	ACAB	5/29/2020 7:30 PM
1309	Please restrain the police from Committing acts of violence	5/29/2020 7:16 PM
1310	Needs an understanding of the roots of crime, poverty, and abuse; not just someone to play whack-a-mole with crime.	5/29/2020 5:09 PM
1311	An intelligent chief would be nice 😊	5/29/2020 4:01 PM
1312	Bipartisan	5/29/2020 3:56 PM
1313	Do not be afraid to hire a woman (of color)	5/29/2020 3:54 PM
1314	We want someone who will commit to making our neighborhoods safe again!	5/29/2020 3:47 PM
1315	I hope they are given the help they need to do the job required of them.	5/29/2020 3:41 PM
1316	Hire someone with a commitment to rooting out bigots of all stripes, but most especially white supremacists.	5/29/2020 3:22 PM
1317	In thinking about the SPD I am reminded of "Maslow's hammer" -- "If all you have is a hammer, everything looks like a nail." Because of the millions and millions we devote to the SPD, everything becomes a nail. The SPD becomes the solution to homelessness, "youth engagement," "quality of life," etc. There are better, cheaper methods of policing that would free up funds in the City budget for other priorities that would really improve the quality of life in Salem. A good example is the CAHOOTS program in Eugene that costs less and is more effective in dealing with homeless people in crisis that using police. We need a new Chief who will look for lower cost solutions to right-size the SPD.	5/29/2020 9:47 AM
1318	Follow/support the US Constitution and laws	5/29/2020 7:32 AM
1319	Mo	5/29/2020 5:17 AM
1320	Listen to the people of salem not the politicians or other individuals in power positions	5/29/2020 12:14 AM
1321	Does the candidate believe that Black Lives Matter?	5/28/2020 10:39 PM
1322	No	5/28/2020 10:24 PM
1323	Tell us why things are being done or not done, people can deal with it if they're given a reason why. Best of luck and wish you success.	5/28/2020 9:19 PM
1324	Good luck dealing with peoples complaints about homeless camps and transients. There is no easy solution, you wont make everyone happy. Be clear on saying this and most people will think you are doing a decent job, or at least appreciate your honesty.	5/28/2020 9:18 PM
1325	Good luck Chief!	5/28/2020 9:01 PM
1326	I am afraid for the safety of black, Latino, and indigenous neighbors in Salem at the hands of police. I would, unfortunately, be entirely unsurprised if an incident like the murder of George Floyd happened here. Salem officers I have spoken with evince a strong paranoia of the citizenry that, in their minds, is a carte blanche for whatever enforcement actions they might take. Any new chief of police has to confront this paranoia and inculcate a sense of responsibility and a culture of racial and economic justice in the department that is now wholly lacking.	5/28/2020 8:36 PM
1327	Hire locally.	5/28/2020 7:16 PM
1328	Chief Moore was a good example of what we need to lead our agency. Even handed and level headed under pressure. Experience really counts for a lot in this position.	5/28/2020 7:02 PM

Chief of Police Survey for the City of Salem

1329	DO NOT SHOOT CITIZENS	5/28/2020 5:38 PM
1330	Committed to fairness and compassion for the unfortunate.	5/28/2020 5:29 PM
1331	Reach out to Deaf community. Be knowledgeable. Be ASL and Deaf culture friendly.	5/28/2020 5:19 PM
1332	I appreciate transparency and authenticity	5/28/2020 5:19 PM
1333	Someone who can lead, and yet not be feared.	5/28/2020 5:12 PM
1334	The strength to lead through a social justice lens.	5/28/2020 5:07 PM
1335	No	5/28/2020 4:40 PM
1336	He should be chief amongst all by looking at laws and discerning which ones are relevant and which ones are out of date and only pursue criminal charges against those who commit violent crimes robberies larceny murder basic capital offenses And forgo the current ideology of a war on drugs because it's really a war against United States citizens and basically stripping the citizens of their constitutional right and therefore negating their voice in a vote you're right to bear arms you're right to assemble You're right to pursue happiness your freedom of speech basically anything that disenfranchise is an American citizen he should not pursue anything criminally or sanction any punitive action against the citizens in which he develops or she vows to serve and protect The next Salem chief of police should be a icon of how ideology of community policing needs to change and adapt. No one who has served in the American military which is police or policed any other citizen of any other country should not have the right to come and police US citizens due to having in their mind set that the citizens are Basically enemy combatants and us are treated as such are police officers should be people of our communities who have never served overseas and who have a route based in our community with this in mind a more kinder gentler respected type of officer would emerge rather than X military	5/28/2020 4:37 PM
1337	Maybe a course for all officers to respect all people	5/28/2020 4:13 PM
1338	A proven commitment to de-escalation training, working with people with mental illness, working constructively with the community on issues of homelessness, rather than simply criminalizing the homeless, and a commitment to uphold a culture of accountability in anti-racist and anti-homophobic practices. Someone who will take the lead on creating a more community oriented police force culture.	5/28/2020 4:07 PM
1339	Previous chief was too subservient to (conservative, anti-homeless) mayor and city manager; rounded up homeless from camps and they congregated in the city center (predictably). We need a police chief who will TELL THE EMPEROR HE HAS NO CLOTHES when asked to do stuff like this. Then take away tents and be surprised they gather under the only awnings? This was all a ploy to get the city council to act the way the mayor wanted. Police should NEVER have done the sweep. How do we get someone accountable to the citizens of Salem?	5/28/2020 4:04 PM
1340	Education about mental illness within the police department is critical.	5/28/2020 4:00 PM
1341	Integrity is most important because it encompasses many of the other traits.	5/28/2020 3:53 PM
1342	Highly encourage martial arts to be a required skill and gun use to be as limited as possible.	5/28/2020 3:42 PM
1343	#3 Though we should have been able to choose more than three of the above, the three that I chose should take care of the rest...except for being able to speak Spanish - that should be a given.	5/28/2020 3:12 PM
1344	Someone who is community minded and wants to serve the people is important. Not someone who is interested in income generation.	5/28/2020 2:29 PM
1345	A Chief of Police should have all of the qualities listed above.	5/28/2020 2:29 PM
1346	He should have all of the qualities listed above like our currant Chief	5/28/2020 2:15 PM
1347	no	5/28/2020 1:48 PM

City of Salem - Chief of Police Survey

#	RESPONSES	DATE
1	Please share the positive comments from your survey! Build our officers up! Do Not Tear them down.	6/19/2020 6:23 PM
2	We need to lower police officers from authoritative power to community servants again. They should have higher education not just the police academy.	6/19/2020 12:57 PM
3	Someone who takes the charge to serve and protect ALL community members seriously, someone who engages with the community to build partnerships, not to intimidate.	6/15/2020 10:18 PM
4	I will expect that besides the above qualities, he has the skills to do the job.	6/14/2020 9:17 PM
5	Chose a someone other than a straight cis white male.	6/13/2020 5:02 PM
6	Ni	6/13/2020 1:17 PM
7	Perhaps a woman with record as a successful change agent.	6/13/2020 12:18 PM
8	Please hire someone of color	6/13/2020 10:08 AM
9	N/A	6/13/2020 9:42 AM
10	Please review the "8cant wait" recommendations and take steps to ensure Salem had those practices in place within two years.	6/13/2020 8:39 AM
11	The best leaders are often the composed, critical thinkers, not the ones who can yell the loudest.	6/13/2020 6:34 AM
12	Defund	6/13/2020 1:47 AM
13	Look at Camden	6/12/2020 10:11 PM
14	The next City of Salem Police Chief needs to represent our community, and be able to successfully participate in conversations with the community. They need to LISTEN to ALL the voices of our population, not just the wealthy, white community. Our capitol city had a TERRIBLE relationship with poverty, and its cycle. Our city has worked to squash these voices, rather than provide resources and opportunities for EVERYONE to become engaged, contributing citizens.	6/12/2020 9:14 PM
15	They need to have the courage to make the significant changes that will likely be unpopular with tenured officers.	6/11/2020 11:24 PM
16	They should be Bilingual!	6/11/2020 3:29 PM
17	Someone free of a past that shows racial bias!	6/9/2020 4:24 PM
18	Protect our freedoms!	6/7/2020 11:23 PM
19	Someone with experience dealing with our homeless and mental health crises would be helpful!	6/7/2020 10:11 PM
20	Don't be quick to hire and find right person.	6/7/2020 3:22 PM
21	Pay them the amount a starting officer would make. Administrative costs are part of the reason for ballooning costs. As the last police chief of salem it would mean so much to our community to see the chief take a stand for dismantling of the police	6/6/2020 3:15 PM
22	Prefer a person of minoritize group.	6/6/2020 12:52 AM
23	Actively look for a person of color.	6/5/2020 8:20 PM
24	Salem is known for the strong collaboration among its leaders, organizations and public and private entities. The Chief must encourage collaboration and cooperation across the City, and from Salem to the cities and counties around us. For instance, local law enforcement, county sheriff's depts, state police, FBI and DEA personnel all work well together. Salem is an International City....people have moved here from all over the world. We have a reputation for being open to refugees and people who have immigrated from around the globe. It is a distinction and a strength that needs to be recognized and build upon.	6/5/2020 4:40 PM
25	No	6/5/2020 1:07 AM
26	No	6/4/2020 11:21 PM

City of Salem - Chief of Police Survey

27	I would like to see more diversity and more women on the force.	6/4/2020 10:10 PM
28	They really need to be able to build upon the work Jerry has done to develop even deeper relationships with marginalized communities, to make them feel safe and that the police are there to protect them and understand that their reluctance to cooperate comes from a genuine place of fear. Also, the white, good old boy power structure of this city seems to have blinded us to spending resources to uncover corporate and white collar crime.	6/4/2020 7:56 AM
29	N/a	6/4/2020 1:00 AM
30	I believe that individual should reach out to all parts of the city with its diverse communities and establish partnerships that build strong lines of communications.	6/4/2020 12:23 AM
31	If a qualified person who is also a Person of Color and / or with an identifiable Disability applies, it would do a lot for the community to see more diversity.	6/2/2020 1:21 PM
32	The Chief should engage better with the CPRB.	6/2/2020 8:04 AM
33	Would like to see someone from a marginalized community lead the force	6/2/2020 7:14 AM
34	Not at this time.	6/2/2020 3:42 AM
35	Nope. Thank you for inviting input. I wanted 4-5 things off the prior "list". I hope we get a great chief. I hope Officer Bennett applies. He'd be great. Thank you for all you do!	6/1/2020 4:51 PM
36	Trust is key	5/31/2020 8:26 PM
37	NA	5/27/2020 2:57 PM
38	Clone Jerry Moore	5/27/2020 2:00 PM
39	no	5/27/2020 1:49 PM
40	Lean on the Salem Police Association and the Salem Police Foundation to help introduce him/her to the public.	5/27/2020 11:01 AM
41	Significant budget experience. Our city is always running in the red and that will affect the department.	5/27/2020 8:56 AM
42	If you hire from within make sure they are not old a set in the ways of the previous chief. We need fresh eyes and newer skills. I think we need a person with a very diverse background who can relate to our diverse community	5/27/2020 6:23 AM
43	I'm undecided on the importance of someone with local roots. Someone from outside of the community could have new ideas. But I place a high value on the relationships with the community and that might be lacking from someone who does not know the community. Whoever is the next Chief must command the respect of the officers and employees.	5/26/2020 5:32 PM
44	Nope.	5/26/2020 2:37 PM
45	A high bar has been set by Chief Moore. Leadership, accountability, integrity.	5/26/2020 2:37 PM
46	No	5/22/2020 6:48 PM
47	The deputies can be managers, the chief should be more engaged in the community. Speaking to unsheltered residents to demonstrate how to treat them as people the police are serving. Do not spend time with just business and church leaders. Set up regular engagements with communities of color to model partnership not antagonism.	5/22/2020 6:34 PM
48	Live in Salem and have solid community relationships.	5/22/2020 6:03 PM

Encuesta para la posición de Jefe de Policía para la Ciudad de Salem

4. Do you have any other comments or suggestions regarding the next chief of police?

¿Tiene algún otro comentario o sugerencia con respecto al próximo jefe de policía?

#	RESPONSES	DATE
1	Bastante comprensión hacia la comunidad, cuando es una injusticia mucha humildad. Un gran líder debe de ser.	6/19/2020 11:50 PM
2	Que trabaje en conjunto con el departamento responsable de la situación tan difícil que tiene Salem con las personas sin Hogar. Salem es una ciudad hermosa y está perdiendo la seguridad y la belleza de sus calles con tanta gente que por no tener un lugar digno de humanos donde vivir, vive casi en la basura.. Ellos son humanos también. Yo opino que ustedes que tienen el poder y la autoridad y como humanos les pido que encuentren los medios de cómo ayudar a los que están con problemas mentales y tenerlos resguardados y atendidos ya que ellos solo buscan un lugar seguro para dormir y que comer y los demás que pueden trabajar que sean ayudados para que lo hagan así sea en el campo pero que se sientan útiles. y Creo que entre todos podemos tener esta ciudad tanto segura como limpia y los seres con menos privilegios estarán ocupados y no veremos más este aspecto que tiene ahora la Ciudad	6/19/2020 11:33 PM
3	Tiene que ser una persona humanitaria y comprometida a la comunidad DIVERSA <i>A humanitarian committed to the diverse community</i>	6/19/2020 12:05 PM
4	Tender conocimiento del condado donde va a ejercer su trabajo. Saber los problemas locales y trabajar con agencias/organizaciones <i>Have a knowledge of the county where they will work. Know about local problems and work with local agencies/organizations</i>	6/18/2020 10:49 PM
5	Alguien activo con la comunidad. <i>Someone who is active with the community</i>	6/18/2020 5:30 PM
6	Debe ser íntegro. Preferentemente NO blanco. Respetar a las minorías incluidos la comunidad LGBTQ	6/15/2020 1:48 AM
7	Ser honesto equitativo que no sea racista <i>Be honest, fair, and not be a racist</i>	6/13/2020 10:07 PM
8	Que limpie el departamento de policías, saque y responsabilice a los policías que se aprovechan de su autoridad.	6/8/2020 2:43 AM
9	Ojalá sea una persona de color o alguien que sea sensible a prácticas antirracistas. <i>A person of color, sensitive to anti-racist practices</i>	6/7/2020 12:28 PM
10	Be honest with the community. Get officers involved, and have a bigger outreach with the community.	6/7/2020 12:22 AM
11	no <i>No</i>	6/4/2020 9:02 PM
12	Que sea honesto y dispuesto de unir la comunidad y la policía. Que escuche los problemas de la comunidad. Que este dispuesto de sereno honesto y cumpla con sus promesas.	6/4/2020 7:31 PM

QUESTION 4 RESPONSES

- Sufficient understanding of the community when there is injustice, humility. Should be a great leader.
- Work with the department to be responsible for Salem's difficulties with the homeless. Salem is a beautiful city and losing its safety and the beauty of its streets with so many people without a place to live and live almost in garbage. They are human too. I think you have the power and authority and as humans I ask that you find the means of helping those with mental health problems because they are only looking for a safe place to sleep and eat and the other can go to work even if they have to work in the field but so that they can feel useful. And I think together we can have a safe, clean place and the less privileged can work and we will no longer see this in the City
- Have integrity. Preferably not be white. Respect minorities include the LGBTQ community.
- Have [the chief] clean the police department, remove and make responsible the officers that take advantage of their authority
- Be an honest person willing to unite the community and the police. List to community problem. Willing to be honest and peaceful and follows through on promises.

CHIEF OF POLICE PRIORITIES – As you may know, the City of Salem is currently searching for a new Chief of Police. In your own words, what would you say should be the first priority for the next City of Salem Chief of Police?

City of Salem - Chief of Police Survey

#	RESPONSES	DATE
1	Love for the community as our previous chief had.	6/19/2020 6:23 PM
2	The priority should be overhauling the police system so BIPOC folks feel safe, welcome, and heard in our community.	6/19/2020 12:57 PM
3	Equal treatment of all citizens regardless of race or socioeconomic status.	6/15/2020 10:18 PM
4	Taking action to improve the health and well-being of our community, specifically around police overreach.	6/14/2020 11:29 PM
5	Meet with representatives of each BIPOC community.	6/14/2020 9:17 PM
6	Defund. Remove military equipment.	6/13/2020 5:02 PM
7	More officers for Salem	6/13/2020 1:17 PM
8	Accountability for self and the force.	6/13/2020 12:18 PM
9	Unbiased	6/13/2020 10:30 AM
10	Black lives matter, that should be first and foremost among their thoughts. No more protections for racist cops.	6/13/2020 9:42 AM
11	build community connections and show that you care for all of our community members. Just like teachers were asked to do during distance-learning, your focus should be on care and connection.	6/13/2020 8:39 AM
12	The next chief should care about the well-being of every citizen, especially the homeless, the drug addicts, the sex workers, etc... They need to have genuine compassion for their fellow humans. Perhaps, even putting a more maternal figure as police chief could be the influence that the police dept needs.	6/13/2020 6:34 AM
13	Restoring trust with our community's minority population. Black lives matter!	6/13/2020 1:47 AM
14	Reduce funding and the overreach of police duties and shift the priority to social services that actually help people	6/12/2020 10:57 PM
15	Healing my city. Harm has been done. All kids are my kids. Treat them right. Implement restorative justice.	6/12/2020 10:11 PM
16	The top priority of the new Chief of Police should be to end all "broken window," "precision," and "community" policing, and instead establish Mental Health Response Teams that consist of social workers and community members, not officers.	6/12/2020 9:14 PM
17	Every officer should have a Body camera.	6/11/2020 11:24 PM
18	One who will not bend their knee to anarchists like Black lives matter or other mob groups	6/11/2020 8:53 PM
19	Chief of Police should have the well being of the community priority, should encourage police officers to go through re-training. The Chief should be family and community driven. Chief of Police should enforce rules that can keep our community out of harm's way. Know the meaning of police brutality. This individual should know that he is working for the community and that he should hear everyone's voice.	6/11/2020 3:29 PM
20	Peace.	6/9/2020 4:24 PM
21	Someone from Salem. That knows the city and its various neighborhoods intimately. Someone who champions relationships with community leaders and students.	6/9/2020 12:13 PM
22	A strong commitment to anti-racist actions on a personal and community level.	6/9/2020 11:55 AM
23	Thank you for everything Jerry Moore! Find someone who is tough on crime, but kind hearted. First priority should be to protect American freedoms (even if it makes you unpopular - because it will). Too many take our freedom for granted.	6/7/2020 11:23 PM
24	Building relationships. Especially with the populations who need your support and protection the most: low income families, minorities, homeless and unsheltered groups, and at-risk youth.	6/7/2020 10:11 PM
25	Model what Chief Jerry Moore has created in his department.	6/7/2020 3:22 PM

City of Salem - Chief of Police Survey

26	Again, addressing homeless situation and street corner begging.	6/6/2020 6:51 PM
27	The first priority should be to be a transitional chief. A chief who views their role as transitioning the department to non-existence. Our community does not need police when we use the funds being wasted on law enforcement to go towards the people.	6/6/2020 3:15 PM
28	The new chief should be a person of color...African-American, Latino, Native American, etc.	6/6/2020 12:52 AM
29	DEMILITARIZE. Period. Police should be trained in multiple deescalation strategies that don't include ANY kind of force and required to demonstrate using that process to remain on the force.	6/5/2020 8:20 PM
30	Continue the open door and easily accessible communication patterns at the Police Department. Get to know the civic, religious and community leaders and network with them to build support for the Department. Study our City's demographics and build networks into the various multi-cultural and ethnic groups, into the religious groups and to the leaders, (paid and volunteers like Board members), of the major social service and community organizations. Salem has a lot of social service providers, because so many of our residents live in poverty or with other situations and conditions that lead to needing more help to keep a balanced quality of life.	6/5/2020 4:40 PM
31	Community relations.	6/5/2020 10:12 AM
32	Having equality for all races	6/5/2020 1:07 AM
33	Ensuring that cops are held accountable for their actions and preventing police violence.	6/4/2020 11:21 PM
34	Honestly on time like these focusing more on engaging and loving the community show them that you can support them after all you're all humans too.	6/4/2020 10:12 PM
35	To create an environment that doesn't enforce racial assumptions and aggressive behavior.	6/4/2020 10:10 PM
36	Changing police practices, reducing bias, proper discipline actions of staff	6/4/2020 7:28 PM
37	To develop deep relationships with marginalized communities, go out and be with them, commit to understanding their perceptions of the police, and understand the upstream and deeper issues that impact those communities.	6/4/2020 7:56 AM
38	Holding each police officer accountable for their actions and teaching each officer to hold each other accountable.	6/4/2020 3:52 AM
39	Good luck	6/4/2020 1:00 AM
40	To know the history of the current Chief of Police- Jerry Moore. His transformative "listening skills" has had an effective result of reducing police brutality and profiling.	6/4/2020 12:23 AM
41	Someone who is respected by both police staff as well as the general public. Someone who can lead well. Someone with the utmost integrity and ethics, and who has a big heart for all people in Salem. Someone who will make sure police brutality does not happen in Salem.	6/3/2020 1:53 PM
42	Recruit, hire and retain officers of color	6/3/2020 9:24 AM
43	Focusing on building trust and relationship with marginalized/oppressed communities.	6/2/2020 1:21 PM
44	Engaging with the community to have a transparent dialogue about the challenges and strengths of our department.	6/2/2020 8:04 AM
45	Community repair.	6/2/2020 7:14 AM
46	The first priority should be to build a trusting relationship with the whole Salem community, including the smaller communities that are on the lower end of the socioeconomic spectrum.	6/2/2020 3:42 AM
47	Gosh, I don't know. Chief Moore is a wonderful man and had done an outstanding job. Maybe Just being human and seeng the human side of things? I'm sorry to see him retire and he has huge shoes to fill. Oh here's one idea - check out Arbinger training. Thank you!	6/1/2020 4:51 PM
48	Local	6/1/2020 3:46 PM
49	New police chief will be different, of course; however, the past two Chiefs of Police have shown what it is to be part of the community, and interacting with all law enforcement entities in Marion County.	6/1/2020 3:18 PM

City of Salem - Chief of Police Survey

50	Accountability for protecting minorities	5/31/2020 8:26 PM
51	Ensuring that all police are training in deescalation, cultural sensitivity, and assisting people in need.	5/29/2020 4:45 PM
52	I think the new chief should review department staffing level, determine if more officers are needed and then campaign with council or voters to secure enough money to bring the force up to that needed level.	5/28/2020 3:36 PM
53	Credibility in the Community. An outsider successful in another state means little to Salem. Need a successful and respected Oregonian.	5/28/2020 9:18 AM
54	Leadership skills and track record of understanding perceptions. Humility.	5/27/2020 2:57 PM
55	Have the respect of the officers, have a good public presence (good speaker), understands Salem (not brought in from a market that is too far away).	5/27/2020 2:00 PM
56	integrate his/her priorities with the existing priorities presently being shown by Jerry.	5/27/2020 1:49 PM
57	Building relationships and trust. Big shoes to fill. Give him a voice at City Council and other public events to help him/her become quickly recognizable.	5/27/2020 11:01 AM
58	Know your community. Create relationships with the various sectors of the community.	5/27/2020 8:56 AM
59	Make sure the police are better trained to be caring and respectful of everyone. There is a culture developing in Salem that we are crime ridden and going downhill. I know the crime rate is stable and not rising. There needs to be more proactive efforts to interact with neighbors when there is no crime. Build relationships.	5/27/2020 6:23 AM
60	As a business owner in the downtown area, I have been concerned about the large numbers of homeless people camping on the city sidewalks. I have been unsure of my own safety and the safety of my employees/customers as they come and go from our place of business. We can not let the sidewalks become over run with camps again. Homelessness is a complex problem without an easy solution but sidewalk behavior is a situation that the police should be allowed to enforce.	5/26/2020 5:32 PM
61	Engage with community leaders to best understand how to be effective within the challenges Salem presents it's sworn officers - homeless issues, drug trafficking, meth/heroin addition, and property crimes.	5/26/2020 4:10 PM
62	The first priority would be to get out to all of the respective groups in Salem for an introduction and a "listening" tour. Also, the more time he/she could get with Chief Moore would be to their benefit.	5/26/2020 2:37 PM
63	Continue the strong leadership of the department. Chief Moore's leadership is almost intoxicating. Just his presence lifts all around to strive to be the best you can be. This applies within the department and throughout the community (which strengthens community relationships)	5/26/2020 2:37 PM
64	Commitment to helping Salem move forward into he 21st century in partnership with city council.	5/22/2020 6:48 PM
65	Representative. There are almost no women in the sworn positions and few minorities. The culture won't change with another white man.	5/22/2020 6:34 PM
66	Hiring from within the department	5/22/2020 6:03 PM
67	Getting to know the needs of the officers	5/22/2020 1:55 PM

And what would you say should be the second priority for the next City of Salem Chief of Police?

City of Salem - Chief of Police Survey

#	RESPONSES	DATE
1	Support your team of officers as has been demonstrated.	6/19/2020 6:23 PM
2	Building relationships with the community	6/19/2020 12:57 PM
3	Transparency.	6/15/2020 10:18 PM
4	Working on rebuilding trust and respect from the community. That is earned.	6/14/2020 11:29 PM
5	work with community members and re-structure the Police Department.	6/14/2020 9:17 PM
6	Defund. Clean house.	6/13/2020 5:02 PM
7	Cleaning up and finding a location for homeless	6/13/2020 1:17 PM
8	Regular positive communication about what SPD does right, in partnership with Salem citizens. Not fluffy PR. Real action and accomplishments to reduce racism in all forms, and reduce use of force closer to zero through policy and SOP changes and quick responses to reports of violations in those policies and SOPs by any officer. Quick removal for excessive use of force by any personnel.	6/13/2020 12:18 PM
9	Honest	6/13/2020 10:30 AM
10	Reduce Police over Spending.	6/13/2020 9:42 AM
11	Address the housing and mental health issues in a non criminal way	6/13/2020 8:39 AM
12	Has a love and respect for diversity in the community.	6/13/2020 6:34 AM
13	Reduce policing	6/13/2020 1:47 AM
14	Find the police officers that are working with the white supremacist groups and fire them. It shouldn't be hard to do since they're so bold in their favoritism	6/12/2020 10:57 PM
15	Purge racists and power-hungry abusers.	6/12/2020 10:11 PM
16	The second priority of the new police chief should be to implement mandatory training in antiracism education, and continue training in crisis management, while creating equity in the department with BIPOC staff that represent the population in our community.	6/12/2020 9:14 PM
17	Robust implicit bias training, citizen review boards and oversight.	6/11/2020 11:24 PM
18	Logical law and order	6/11/2020 8:53 PM
19	The same as above.	6/11/2020 3:29 PM
20	REFORM!	6/9/2020 4:24 PM
21	Improving crime prevention. I see drug deals all over my neighborhood. It cant be hard for police to know about that as well.	6/9/2020 12:13 PM
22	Minimization of any use of force.	6/9/2020 11:55 AM
23	Maybe wear the body cams in the bill that passed the legislature in 2015 (CONTROLLED BY DEMOCRATS). The only issue with that is if you give an inch, they will take a mile. Now is the time to be hard-headed and of strong conviction. Without it - they will take you down.	6/7/2020 11:23 PM
24	Establishing (or continuing) a culture within the department where people of all races, beliefs, and backgrounds feel equally respected within and by our police force.	6/7/2020 10:11 PM
25	Protection for all people consistently and help protect downtown business from our homeless population.	6/7/2020 3:22 PM
26	More patrolling of businesses and parking areas.	6/6/2020 6:51 PM
27	Demilitarization. Get rid of all equipment that resembles military. De-arm your force.	6/6/2020 3:15 PM
28	A person that has an open door policy and willing to meet and have dialogue on difficult issues with the public.	6/6/2020 12:52 AM
29	Implicit Bias training - ongoing and deep. Not some once a year checklist, but deep searching inventories made by officers regularly. They should be confronted with the data of their own	6/5/2020 8:20 PM

City of Salem - Chief of Police Survey

policing history and examine it for bias.

30	Always advocate for the resources needed to build and maintain a strong healthy police department. The Chief needs to have a clear voice to articulate the connection between the level of resources and the department's ability to keep Salem strong and safe. If the City Manager, Mayor and City Council are not kept aware of the Department needs, then the Police Dept will not be able to keep and build Salem's quality of life for everyone.	6/5/2020 4:40 PM
31	Respect	6/5/2020 1:07 AM
32	help us stay safe	6/4/2020 11:42 PM
33	Improve relations with minorities and lower income areas of Salem.	6/4/2020 11:21 PM
34	Well I think they should focus on the CIT team if you guys even got one a lot of people with mental illnesses and disorder need more help and support from you guys	6/4/2020 10:12 PM
35	Induct more people of color in your departments.	6/4/2020 10:10 PM
36	fighting the city to reallocate budget priorities to fund police (and fire) adequately.	6/4/2020 7:28 PM
37	To provide the leadership that sets the example and holds officers accountable to community policing and being actively anti-racist and ant-sexist	6/4/2020 7:56 AM
38	Strong community relationships in all communities. Including positive engagement with youth.	6/4/2020 3:52 AM
39	N/a	6/4/2020 1:00 AM
40	Conduct community meetings to share issues that the community can join rank with them to improve outcomes.	6/4/2020 12:23 AM
41	Active outreach to communities of color, including NAACP, and churches with minority memberships	6/3/2020 9:24 AM
42	Working towards a stronger partnership between the unsheltered population, other community members, and non-profits that work with the unsheltered population.	6/2/2020 1:21 PM
43	Setting the tone within the department that racism and sexism will not be tolerated. During a ride a long with a female officer, I heard unacceptable cultural acceptance of sexism.	6/2/2020 8:04 AM
44	Establishing community based policing	6/2/2020 7:14 AM
45	It should be to protect every single resident of Salem from harm and uphold the law with just.	6/2/2020 3:42 AM
46	Community relationships.	6/1/2020 4:51 PM
47	Good communicator	6/1/2020 3:46 PM
48	See #5.	6/1/2020 3:18 PM
49	Establishing a firm balance for decision making when training officers	5/31/2020 8:26 PM
50	Efficiency.	5/29/2020 4:45 PM
51	In a few months the department will move into a new police station. Money for the project came from a voter-approved bond measure, and some of the selling points were about inadequate spaces in the old police quarters in city hall. Voters were led to believe that crime-fighting would be improved, that crime victims would be treated more respectfully, that response times would improve--all thanks to a new police center. Voters will want to see improvements in police performance, and the new chief will need to lead the way to demonstrate that this new building has been a good investment.	5/28/2020 3:36 PM
52	Respected by fellow officers.	5/28/2020 9:18 AM
53	Engaged	5/27/2020 2:57 PM
54	Live in Salem, active in the community.	5/27/2020 2:00 PM
55	Use strengths to improve on a good thing.	5/27/2020 1:49 PM
56	Carefully crafting the budget to allow for additional patrol officers, and a creating additional volunteers who can help by fielding non-emergency phone calls. People want to be heard.	5/27/2020 11:01 AM

City of Salem - Chief of Police Survey

57	Create relationships with your department, lead by example, build trust.	5/27/2020 8:56 AM
58	Work with the community on solving local issues in a collaboration. Do not complain about lack of funding and desire for more resources. Work with citizens on joint solutions	5/27/2020 6:23 AM
59	Maintain the positive relationships that currently exist throughout the various segments of the community.	5/26/2020 5:32 PM
60	Garnering the respect of the department officers and officials - move as one body under solid leadership.	5/26/2020 4:10 PM
61	Connecting with the officers and support staff to get a better feeling on the pulse of the department- if the hire is coming from outside the organization.	5/26/2020 2:37 PM
62	Maintain officer accountability- Must have a proven track record of leading a department that stays out of the news for the wrong reasons.	5/26/2020 2:37 PM
63	Everything else.	5/22/2020 6:48 PM
64	Experience interacting positively with the unsheltered community.	5/22/2020 6:34 PM
65	A commitment to strong community relations that result from highly valued professionalism among officers.	5/22/2020 6:03 PM
66	Community outreach is important. The more people understand what our LEA, the more they will understand the need to invest in public safety expenditures	5/22/2020 1:55 PM

Is there anything else you can think of that the City should consider when selecting the next Chief of Police?

Chief of Police Survey for the City of Salem

#	RESPONSES	DATE
1	More progressive solutions to regulating the homeless problem	6/21/2020 10:26 AM
2	N/A	6/21/2020 2:14 AM
3	No	6/21/2020 12:01 AM
4	A commitment to reformed practices and an emphasis on developing relationships with the community.	6/19/2020 11:44 PM
5	We need a Chief with exceptional sensitivity to current tensions, someone who can be that bridge to earn the support of the community while also supporting the force. While many news articles have recently brought up the lack of training of police officers, I have also noticed some convincing articles on the lack of accountability in the system via 'qualified immunity' and lack of transparency of the 'Independent Police Review'. To expect that the new Chief would fix the whole system is clearly unrealistic but s/he will have to be approachable and transparent about such topics. I also hope after reading the following article about police brutality at home that the new Chief will make sure that there is a way in which spouses of officers can get support when needed: https://www.msn.com/en-us/lifestyle/parenting/police-brutality-at-home-cops-abuse-wives-and-kids-at-staggering-rates/ar-BB14VIno	6/19/2020 10:44 PM
6	Defund the police.	6/19/2020 9:23 PM
7	Someone who won't hesitate to fire police officers with a history of misconduct.	6/19/2020 7:46 PM
8	Mental health evaluations	6/19/2020 7:37 PM
9	Equality and community building. If we invest in our community we only get safer and stronger together.	6/19/2020 5:16 PM
10	Integrity is key.	6/19/2020 5:09 PM
11	I have had good experiences because I am a white woman who lives in a nice neighborhood. My black and Hispanic friends would not say the same. The Salem PD colludes with white supremacists on camera! DO BETTER! This is not a problem that can be solved with training. We need a whole new approach. The new chief needs to be bold and brave enough to change e everything!	6/19/2020 4:52 PM
12	Don't just consider white males, we need more diversity on the police force	6/19/2020 4:31 PM
13	Please ask them how they feel about the Black Lives Matter movement. Please have Black community leaders in the room when you ask.	6/19/2020 4:26 PM
14	Someone who understands history and the human condition.	6/19/2020 4:15 PM
15	Some of those discipline any quality	6/19/2020 4:15 PM
16	no	6/19/2020 3:48 PM
17	They should find someone who supports defunding the department. Too much of our money is spent on police.	6/19/2020 2:34 PM
18	Someone who is open to reforms that benefit officers and the community both, who is willing to stand up to both Unions and government officials when they are acting unjustly against individuals. Someone who places individual rights above a collective group that thinks they deserve special treatment/rights due to their "oppressed" status (sex, race, gender, disability, etc).	6/19/2020 1:48 PM
19	No	6/19/2020 1:43 PM
20	I believe that I stated most of my case in question 4. However, I will elaborate more. I am a downtown business owner AND resident. I stood in front of my business (unarmed) on the evenings of Saturday, May 30 - Monday, June 1 partially for fear of vandalism, but also for fear of the people. I wanted to be on the ground seeing what was actually going on versus staying cooped up with ignorance in my apartment. I will validate the need of the riot police on Saturday, May 30 due to whomever it was throwing the fireworks at the police. That obviously takes shields and some type of reciprocated action. However, as the night progressed and onto the next night... it was very obvious that the majority of the protesters were peaceful and not looking to destroy anything. My intention is not to make light of the difficulty in weeding the "bad	6/19/2020 1:23 PM

Chief of Police Survey for the City of Salem

ones" out of the crowd. That must be extremely difficult when there are so many people and trying to keep it contained/controlled. However, in the current chief of police's apology video, he eludes to a myth about the protesters being more dangerous and destructive than the armed men. This is simply false. The myth is that all of the men with guns were station in front of buildings just standing guard. I personally witnessed on Saturday AND Sunday evening of that weekend groups of armed men walking the sidewalks of downtown and heading TOWARD the protest to stir up trouble. When Chief Moore said, "That is not their job, it is our job", THAT is correct. I was standing just across the street from fellow business owners and friends of mine when one of these armed men threatened to shoot one of them. I believe that the police department grossly underplayed how dangerous these vigilante men are carrying loaded weapons. NONE of the protesters had loaded weapons. I maybe saw one or two the first night with a tennis racket in their backpack, but NONE had loaded weapons. They were unarmed. So to treat them as though they were a higher threat than heavily armed civilians creating their own *un-lawful* paramilitary group is infuriating, to say the least. By the 4th night on Tuesday, June 2 the protesters were peaceful. They stayed at the Capitol and did not march. They obeyed curfew. Yet, the armed men in the Liberty Plaza parkade (which is City owned) were there until 2:30am. 3 1/2 hours past curfew. There was nothing big going on that night and therefore, 1.) Those men had no need to be there, 2.) There were definitely police available to hold them accountable to curfew. I called the non-emergency line TWICE that night, watched the police car drive in to the parkade and out again without any of those men leaving. Clearly only 1 person was dispatched and they did not make these armed civilians go home (who were 3 hours past curfew on city owned property). A police car then came by, turned on his lights to stop a homeless man, then a second car... then a third cop car. The homeless man was questioned, cuffed and detained. Still no accountability for the individuals in the garage. I was so upset I finally walked outside to personally confront the officers about the curfew injustice. I do not recall the officers' names... but I asked if they were going to do anything about the people breaking curfew in the parkade. The 3rd officer to show up said, "It is being handled". I said to him, "I believe that they need to be held to the same standard as everyone else." he said, "I agree." It did look like about 30 minutes after that the parkade emptied. This was around 2:30am. But to have to come in contact with the police 3 times and 3 1/2 hours past curfew is completely unacceptable. The next day is when the favoritism video went fully viral. Don't be the organization that goes viral for the wrong reasons. Just uphold the law for everyone, fairly, consistently, and justly. The new police chief cannot condone officers tear gassing completely peaceful and unarmed protesters 10 blocks away while another officer is telling fully armed men to just hide in their cars on city-owned property. That is inconsistent, unjust, poor management and leadership. He did apologize, but going forward we don't want another apology. We want change, now.

21	Defund the police	6/19/2020 12:52 PM
22	Someone who will listen to the community instead of the racists who want to see the oppression of the poor, homeless, and minorities.	6/19/2020 12:41 PM
23	Needs to be a strong leader to implement reforms that reduce police violence.	6/19/2020 12:29 PM
24	no	6/19/2020 11:03 AM
25	No	6/19/2020 10:30 AM
26	Bilingual for sure, integrity 100x someone who isn't afraid to stand up instead of sticking with what his little stupid uneducated co workers say this isn't about policing anymore it's about equality and justice for black people and even Hispanic people's life's. Please just make this world a better place little by little and I would love it if we started it in Salem. Oregon was once one of the racist states in America it hasn't changed but we need that to change now!	6/19/2020 9:49 AM
27	Make sure the have a good heart	6/19/2020 7:36 AM
28	They need to hire someone who will be comfortable with constant scrutiny and criticism. Can't think of a job that would have more pressure in the months to come.	6/19/2020 6:59 AM
29	A real understanding of and sensitivity to the current state of race relations in our country is essential now more than ever.	6/19/2020 6:29 AM
30	Look for someone who has a record of having bucked some norms or challenged some status quos in order to be accountable. They need to be someone not afraid to push back and question some, even as they have to respect the needs of their employees for stability in order to do their jobs well. The way the homeless were mishandled this last winter is heinous. The	6/19/2020 12:37 AM

Chief of Police Survey for the City of Salem

city had you bust them up and break their shelter stuff up but had NO plan in place for what to DO with them. Next police chief needs to be proactive about reaching out to the right agencies who DO that kind of work - social work, severe mental health services, addiction services, DV services etc and ask their advice humbly and listen well to what they can learn - devise plans in collaboration with the real professionals who have been defunded, and cops ending up playing roles they should never have been asked to. We all know that the jails now are dumping grounds of severely mentally ill. It's just plain wrong, and it's not a job that you should be doing. So partner up: devise protocols and internal strategies based in the best practices and expertise of those who SHOULD be funded to be at that scene with you, taking point with you as their strong safety.

31	Committed to Listening to community members as well as business leaders.	6/18/2020 11:53 PM
32	Our city needs a Chief of Police who will be able to successfully and creatively navigate significant shifts in priorities, policies, and practices, and who will lead the department through what I hope will be a period of downsizing and demilitarization, as our community refocuses budgetary priorities on early childhood education, human services, and other greatly needed services. I also hope that the next Chief will be able to take a more inclusive view of who they serve: the diverse communities that are Salem, Oregon.	6/18/2020 11:04 PM
33	no	6/18/2020 11:03 PM
34	Yes, *must* be anti-racist.	6/18/2020 8:53 PM
35	Their views on the responsibility of authority. Do they see themselves as arbiters of justice, or stewards of the community?	6/18/2020 8:15 PM
36	Be willing to honestly look at the entire department and remove those that have a record of brutality from working in the field with people	6/18/2020 6:25 PM
37	Experience	6/18/2020 5:55 PM
38	Look to heal and support the community. Not actively be on the watch for "Criminal activity" which can be a very loose term. Especially when it comes to POC and the prejudices that the police may have. Be loving be compassionate. Be a human who loves people of all races.	6/18/2020 4:58 PM
39	I hope that there is an audit of the Salem Police Department to address ongoing issues within the department- such as any officer involvement in white supremacist groups- and make changes as needed to ensure that in moving forward all officers are held accountable and to an extremely high level of proper conduct. There have been recent instances of officers using excessive force against protestors while coordinating with armed militants in downtown Salem, many of whom are representatives of white supremacist groups. I hope that the city decides to move the police department in a different direction than it currently is in. I would hope that the city would reallocate some police funds to social programs that support the community, for example, funding counselors or other mental health experts to be dispatched to welfare checks, domestic violence disputes, sexual assault allegations, etc. Additional programs to reallocate funds to are after-school programs or organizations that support communities of color.	6/18/2020 4:51 PM
40	No	6/18/2020 4:44 PM
41	Law enforcement experience	6/18/2020 4:36 PM
42	Someone capable of executing a complete overhaul to how we police.	6/18/2020 4:27 PM
43	Who is willing to work with other community resources, and respect when other people are better suited to handle social challenges like homelessness, drug use, or domestic violence? In a word, humility.	6/18/2020 2:46 PM
44	Choose a minority! More people will trust someone who has their best interests in mind	6/18/2020 2:32 PM
45	That the candidate is not another old, white man that will be happy with the status quo.	6/18/2020 1:38 PM
46	Make him not white :)	6/18/2020 12:40 PM
47	Make sure they aren't RACIST	6/18/2020 12:22 PM
48	General quality of life related to the police seems to depend as much on one's socio-economic class as it does on the mindset of the officer(s). My son was a policeman in another state and left the force because of its warrior mentality. Hate and anger has NO place in the police force. The reality is that police MUST be held to a higher standard.	6/18/2020 12:15 PM

Chief of Police Survey for the City of Salem

49	Whether or not that person will give money back and reduce the budget.	6/18/2020 12:02 PM
50	Please don't pick someone who is arrogant or has any record of excessive force. Pick someone who listens, who understands implicit bias and is taking active steps to minimizing it. Who leads not out of fear but out of hope.	6/18/2020 11:26 AM
51	Compassion and empathy are the two biggest qualities that will go far.	6/18/2020 10:56 AM
52	Pick someone who's not afraid to make the right decision, regardless of it being popular.	6/18/2020 10:50 AM
53	Black	6/18/2020 10:31 AM
54	Their priorities and beliefs surrounding the priorities of the police.	6/18/2020 10:08 AM
55	A candidate NOT popular with the police union(s)	6/18/2020 8:52 AM
56	Balls, big, fearless balls	6/18/2020 8:00 AM
57	Police chief should actually be advocating for crime prevention by allocating funds to social programs and uplift their community. The next police chief should not have a problem with firing officers who display any sort of discrimination or favoritism.	6/18/2020 7:18 AM
58	All the things mentioned earlier. Weed out racism, don't support bad cops.	6/18/2020 7:02 AM
59	Chief who is willing to step forward to make the hard decisions that prioritize city safety instead of politics.	6/18/2020 3:46 AM
60	I think the Chief needs to good at building relationships with all the communities and the chief shouldn't be biased to any group of people he will be serving.	6/18/2020 12:26 AM
61	no	6/18/2020 12:19 AM
62	Definitely look in to why they can be so brutal at times.	6/17/2020 10:05 PM
63	Willing to stand up to politicians	6/17/2020 10:02 PM
64	Diversity and change. Stop having a few bad apples, with leading the police department there can't be any bad apples.	6/17/2020 9:38 PM
65	No	6/17/2020 9:37 PM
66	No	6/17/2020 9:35 PM
67	someone willing to listen to the people, not just the politicians	6/17/2020 9:18 PM
68	Ask her or him what they will do when it comes to homeless encampments.	6/17/2020 9:13 PM
69	Someone willing to stand up to armed white supremacists. Either the police will or the people will have to. We are at a tipping point in this country and the department can't have someone who will tip around the toulips or they'll lose any public trust and that is dangerous for everyone.	6/17/2020 9:11 PM
70	The Police Chief should represent the population served - Spanish speaker, if not Latinx	6/17/2020 8:50 PM
71	Do to the current actions of the police I would like to see more accountability and transparency. We need to establish a police department that is committed to protecting and serving our diverse community in an unbiased manner.	6/17/2020 8:08 PM
72	Nope	6/17/2020 8:08 PM
73	choose protection of civilians over police officers wrongdoings	6/17/2020 7:53 PM
74	Think about picking a man or women of color	6/17/2020 7:14 PM
75	?	6/17/2020 7:04 PM
76	Do your research!!!	6/17/2020 6:45 PM
77	Consider choosing a qualified person of color, woman, or someone from the LGBT community.	6/17/2020 6:24 PM
78	Willing to stand up to the police union if they support officers that shouldn't be working in our city	6/17/2020 6:02 PM
79	Things that matter to me: I hope a Police Chief would: • Invest in learning and implementing	6/17/2020 5:12 PM

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best practices for reducing and managing homelessness. • Insure that all police are trained on poverty, trauma, the homeless brain, and encourage other city officials to also receive these trainings. • Implement transparency by having Salem crime statistics available online. • Refuse to support prohibitions of "acts of living". • Track citations and arrests resulting from bans on sitting, lying, camping, and unattended property. (So we have data to assess effectiveness and punitive results of existing ordinances.) • Track deaths and crimes done to and by unsheltered individuals, so our perceptions about homelessness and people who are homeless can be more informed and accurate. (Unsheltered individuals are often the victim of crimes by sheltered individuals, yet people don't talk about that much.) • Have clarity and transparency about use of force policies and follow-up. • Be a-political, honest, smart, loyal to values more than a department, and willing to take a strong position about humanity of all people, sheltered or not.

80	Stop having the police take care of the homeless situation in Downtown Salem. We, as a city, spent millions on the police to force the homeless to go somewhere else when we could have spent that money on getting them actual help.	6/17/2020 4:14 PM
81	Please don't be reactive to the current riot rhetoric and select someone who will be popular with the mobs. Salem police have a good reputation under the current leadership... so use that as a guide to keep up the good work.	6/17/2020 2:52 PM
82	We need someone who's not going to condone white supremacy.	6/17/2020 2:48 PM
83	Consider a Latinx considering the population of Hispanics in Salem.	6/17/2020 2:47 PM
84	The city should consider the needs of their most at risk populations when choosing the next Chief of Police.	6/17/2020 1:57 PM
85	Consider their relationship dealing with the armed militia that likes to cause regular problems around town. Please make sure they don't "play favorites" for the white supremacist militia.	6/17/2020 1:39 PM
86	History/Records of service including any claims made against a candidate submitted by poc individuals and communities	6/17/2020 11:22 AM
87	While I haven't had direct experience with Salem police, I have been aware of recent reports of an officer giving unfair notice to White supremacists before using gas to disperse protesters. That was such a disappointment. I hope the next Chief will prioritize fairness, reduce implicit bias, and help create a culture where police can/will call each other out for inappropriate behavior and step in to protect citizens in use of force incidents.	6/17/2020 11:17 AM
88	Promote from Within !!! Seeking "better" outside will not be worth the time & money. When countrywide, cities are seeking Police staff changes, we must treasure our locally familiar well-trained existing Salem staff..."PROMOTE FROM SALEM'S EXISTING Personnel"!!!!	6/17/2020 9:06 AM
89	Consider getting rid of the position entirely	6/17/2020 8:13 AM
90	How the candidate dealt with past officer misconduct	6/17/2020 8:02 AM
91	Please hire someone who has extensive training/experience with community involvement, especially with communities of minorities/color.	6/17/2020 6:28 AM
92	Not selecting one	6/17/2020 12:05 AM
93	Someone who isn't willing to use items banned by the military to stop protesters. I was tear-gassed by the police for peacefully protesting	6/16/2020 10:36 PM
94	Ability to recruit "community guardians" not "warriors" to "serve and protect."	6/16/2020 9:53 PM
95	Salem is less safe because of Salem Police. You show up in force to harass the community and support the white militia that is actively threatening the community. The new chief should be ashamed of the Salem Police and committed to serving the BIPOC communities in Salem however they ASK to be served.	6/16/2020 7:19 PM
96	no	6/16/2020 6:55 PM
97	see previous comments	6/16/2020 6:53 PM
98	I would hope they choose someone who has proven to be unbiased and who will set a fair and just example.	6/16/2020 6:40 PM
99	The city should look into programs like PROACT for de-escalation training and safely	6/16/2020 5:50 PM

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restraining people (like everyone at the Oregon State Hospital take yearly- even those that don't work with patients). The police officers should be less worried about protecting the lie own reputations, as the current police chief has with his non-apology and his support of cops you selectively enforce the law. SPD should also at the very LEAST, develop a program like the one in Independence where a mental health professional and a police officer respond to calls together.

100	Hire someone that young people can relate to	6/16/2020 5:49 PM
101	Someone committed to holding bad cops responsible for their actions as opposed to slaps on the wrists or protecting abusive officers. Someone who puts the safety of POC in this city above "protecting their own".	6/16/2020 5:08 PM
102	No	6/16/2020 5:03 PM
103	The city should conduct a full background check regarding any current or past affiliation with known racist or white supremacist groups including, but not limited to Proud Boys, Patriot Prayer, and the Boogaloo Movement.	6/16/2020 5:01 PM
104	Find someone who is community driven. Someone who the community can look up to and who is trustworthy. Its going to be a hard job but the police need to present themselves as humble and honest. Why should we have to follow the law if officers are allowed to get away with things. We need to look at officers as examples of how to be fair law abiding citizens.	6/16/2020 4:59 PM
105	Perhaps you can find somebody who has the interests of the community at heart instead of the pervasive self interest found at ALL LEVELS of Salem government.	6/16/2020 4:32 PM
106	There have been enough white, male Chiefs of Police in Salem. It's time to offer that power to someone from a different group.	6/16/2020 4:32 PM
107	Pick a Salem-born BIPOC candidate that will get cops out of our schools, then defund the department.	6/16/2020 4:18 PM
108	Pick someone with new ideas for a new era. And someone that is driven by results, not tradition.	6/16/2020 4:11 PM
109	I would like to see a person from outside of the current community come in as police chief. The new chief should have a strong position in favor of downsizing the responsibilities of the police by advocating for expanding local social service programs, demilitarizing SPD and reimagining what policing can look like in our community.	6/16/2020 11:33 AM
110	The treatment of homeless people as actual people and not criminals.	6/16/2020 10:59 AM
111	Someone who has experience and empathy with the BLM movement and real life community and world wide social justice. No more pepper spray and rubber bullets.	6/16/2020 10:51 AM
112	Strategic and multi-agency approach to Salem's growing homelessness problem, that protects people first (including the ones without homes), and then property.	6/16/2020 4:23 AM
113	How the city will change rules and regulations to help the next Chief be successful with all of the people.	6/15/2020 11:58 PM
114	Someone who is actually responsive and commands leadership to begin the change Salem needs to provide a nice place to live for those not associated with a criminal life.	6/15/2020 10:59 PM
115	Embrace diversity	6/15/2020 10:26 PM
116	Select someone who understands that his/her highest duty is to the public and upholding justice, not to protecting bad-acting cops from punishment.	6/15/2020 7:05 PM
117	Somebody who wishes to implement specialist gun holders, while providing normal officers with only a taser gun	6/15/2020 6:06 PM
118	She should be someone who will disallow the use of tear gas and the use of rubber bullets aimed directly at people.	6/15/2020 5:38 PM
119	no	6/15/2020 5:00 PM
120	No	6/15/2020 4:48 PM
121	What they will actively do to reform our racist system.	6/15/2020 4:15 PM

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122	Someone with a real connection to all communities in Salem, not just the wealthy white ones. Someone who will do what is in the best interests of all Salem citizens.	6/15/2020 3:26 PM
123	Interest in the rebuilding/reorganization of how police departments function, employing alternative solutions, since the current ones are clearly not working.	6/15/2020 3:00 PM
124	Try to walk a mile in somebody else's shoes. I have been pulled over a few times, and while I may have feared the size of the ticket, I have never feared for my life. Police are supposed to make us feel safe, and MUST have the best interest of ALL people in mind.	6/15/2020 2:41 PM
125	I think we want a person who values human life over military stockpiling, will make sure that our police officers are resourced with skills and ability in doing problem solving first before using weapons of any kind, mental healthcare and is community focused, not paramilitary focused.	6/15/2020 2:29 PM
126	Check for history of excessive force and test for racial bias	6/15/2020 2:12 PM
127	No	6/15/2020 2:04 PM
128	We need someone of the highest integrity that will make a point of stopping the thin blue line that keeps any corrupt cops protected by being more of a threat to good cops trying to do good by their community and people.	6/15/2020 2:03 PM
129	Select a chief of police willing to cut the departments budget.	6/15/2020 1:46 PM
130	A leader that is confident enough to breakdown barriers.	6/15/2020 1:43 PM
131	Are their past and current actions equitable and just towards the whole community?	6/15/2020 1:04 PM
132	Someone who can relate to people under privileged.	6/15/2020 1:01 PM
133	Past performance as a law enforcement officer.	6/15/2020 12:59 PM
134	Choose someone who will hold themselves and their officers accountable for their actions and biases and who will actively use their position of power and privilege to combat racial profiling and police brutality.	6/15/2020 11:42 AM
135	The person best equipped to facilitate change in the police department.	6/15/2020 11:41 AM
136	It should be someone who will engage with the community. Someone who shines sunlight on the department and works to create stronger community oversight. You work for us, so you need to report to us.	6/15/2020 11:16 AM
137	N/a	6/15/2020 10:04 AM
138	Make sure they don't embody fascist ideals. They should be pro defunding the police department.	6/15/2020 9:59 AM
139	Empathy, culturally versed and ready to take on racism within the department.	6/15/2020 8:54 AM
140	Given that law enforcement is now expected to solve all society problems, the person should be able to either tell the city it's not a law enforcement issue (like homelessness) or be trained in a way to handle those social issues.	6/15/2020 8:41 AM
141	Quality of character	6/15/2020 8:31 AM
142	Just keep getting the violent criminals, personal criminals and such off the streets. You could do more to help teach neighborhoods how to stay safe even if it's facebook posts like Albany was doing this past spring. They have done a lot to build community using facebook and it didn't take much time away from their day. They were personable, which is a key factor in "seeing" people. Always remember! Save the attitude for the bad guys. In doing so, you reduce burn out, also. Smile! You need a Well balanced chief in other words.	6/15/2020 7:43 AM
143	no	6/15/2020 7:21 AM
144	I shouldn't be an older white male, honestly.	6/15/2020 3:58 AM
145	Someone who can work with other agencies over issues related to homeless population	6/15/2020 3:15 AM
146	He or she will need to rebuild trust that the police officers cost them due to their actions and favoritism with known white supremacist groups, as well as other actions in arrest and or killing done by the Salem pd hands.	6/14/2020 11:37 PM

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147	If they haven't built relationships with trans communities before, do not hire them	6/14/2020 10:56 PM
148	Choose someone who is from out of state	6/14/2020 8:53 PM
149	Homelessness	6/14/2020 8:32 PM
150	screen them for cultural awareness and anti-racism, if they're bigoted, throw them out.	6/14/2020 6:52 PM
151	Diverse people require diverse leaders. Think for what Salem is moving towards and will eventually become rather than what Salem is now. And don't pick someone who has a history of complaints about unjust treatment in any way shape or form	6/14/2020 6:51 PM
152	No	6/14/2020 5:31 PM
153	Representation of underrepresented communities	6/14/2020 4:40 PM
154	No	6/14/2020 3:24 PM
155	While reducing crime is important, it is also extremely important that the police have a good relationship with the community. If there is a good relationship between residents and law enforcement people may not feel as On edge around police.	6/14/2020 3:13 PM
156	No	6/14/2020 3:02 PM
157	A person of color would allow for more diversity and different experiences than a white chief of police.	6/14/2020 2:28 PM
158	Helping get homeless off the streets and getting them rehabilitated	6/14/2020 1:57 PM
159	Should consider all biases and crime record	6/14/2020 1:55 PM
160	Maybe consider DIVESTING from the police and REINVESTING all that money into social programs and schools.	6/14/2020 1:52 PM
161	Police officers who trick or play games in order to manipulate a response they want shouldn't be able to keep their jobs	6/14/2020 1:41 PM
162	Looking for someone with no history of sexism, racism, homophobia and so on. Someone who'll do better in regards to diversity in all matters. Someone who wants a connection to the community and is willing to listen and do better when they say that somethings aren't working - someone like that	6/14/2020 1:29 PM
163	No	6/14/2020 1:25 PM
164	make sure they have no racial biases and aren't in anyway involved with white supremacist groups	6/14/2020 1:24 PM
165	Someone with integrity and honor	6/14/2020 1:10 PM
166	Defunding the police and giving it to schools and back to tax payers	6/14/2020 11:33 AM
167	No	6/14/2020 10:21 AM
168	The consideration should be including a diverse group of candidates and the top priority should be to select a Chief who is passionate and adamant about change in their operations and in the community.	6/14/2020 9:43 AM
169	Moral character, ability to be transparent, ability to shift current police attitudes.	6/14/2020 9:40 AM
170	Someone who stands with growth and change and acceptance. Someone who will hold trigger happy and racist officers accountable and get their asses out of here	6/14/2020 9:34 AM
171	No	6/14/2020 9:23 AM
172	They protect the people and not just the badge.	6/14/2020 8:36 AM
173	Do we need a cultural change in our police? We can always get better, but how far do we have to go? Is the local police union an obstacle to change? What other parts of government need to get on board to make progress? I see cops mostly in their cars -- how and where do they interact and build trust with individuals?	6/14/2020 7:46 AM
174	Someone who wants a smaller role for the police in general.	6/14/2020 7:44 AM

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175	A chief who is forward thinking and uses the best science to implement change for all citizens regardless of race, religion, sexual orientation and economic position	6/14/2020 7:41 AM
176	Please don't hire a white man for this. You really obviously shouldn't. And don't hire anyone who's ever used lethal force.	6/14/2020 6:15 AM
177	I strongly suggest a career non violent, women of color.	6/14/2020 1:07 AM
178	Honesty, transparency, committed to the communities wants and needs to better serve and protect.	6/14/2020 12:05 AM
179	The next Chief should not have a past history of racist actions/remarks, nor should they be connected anyone that has a history of racist remarks/actions. They should also be pro black lives matter.	6/14/2020 12:03 AM
180	Peoples perception can become their reality unless a strong leader builds the relationship with the residences that projects reality that becomes the peoples reality.	6/13/2020 11:57 PM
181	Someone less likely to use military force against peaceful citizens	6/13/2020 11:41 PM
182	The city should consider shutting down the police until a new form of justice can take its place	6/13/2020 11:26 PM
183	Stop spending money on more police stations...	6/13/2020 9:54 PM
184	Choose someone who can be reasoned with.	6/13/2020 9:44 PM
185	Ensure a background check, mental health screening, and implicit bias screening ALL BY A THIRD PARTY.	6/13/2020 8:19 PM
186	Someone that will make an effort to support citizens of ALL colors and backgrounds	6/13/2020 8:11 PM
187	Keep in mind we are all hurting and have experienced multiple traumas—it will take time for us to all heal, together.	6/13/2020 8:08 PM
188	Directing that money to useful things, like education.	6/13/2020 8:01 PM
189	If they protect their officers over the safety of the taxpayers (documented or undocumented) they should be replaced immediately.	6/13/2020 7:47 PM
190	N/A - this is basically the same question as #4.	6/13/2020 7:44 PM
191	Black lives matter. No proud boys should be allowed.	6/13/2020 6:02 PM
192	Please consider Black lives and Brown/Indigenous lives when you hire. This is the moment. Coming down harder on these communities is not the right track - please please consider this.	6/13/2020 5:52 PM
193	Insist on integrity throughout department.	6/13/2020 5:23 PM
194	No more blue blood bullshit.	6/13/2020 5:15 PM
195	Choose based on the best person for the job - not to fit some politically correct agenda	6/13/2020 5:08 PM
196	They must focus on obtaining outside accountability for police-involved infractions. It is simply not logical for a body to hold itself accountable when these things happen. Doing otherwise creates an environment where accountability will always be in question and creates one in which bad actors will be attracted.	6/13/2020 4:29 PM
197	I recommend to give a six month trial period to evaluate the chief. Use a public survey as 50% of the evaluation process to determine if the new chief is doing a proper job. Also, make sure the chief has a college degree in law enforcement/criminal justice and not 'Liberal Arts, or Psychology or Sociology' as well as at least 15 years experience as a police officer with a tract record in enforcing the law and crime prevention. Do allow any of the city counsel members to be on the interview panel.	6/13/2020 4:10 PM
198	That they choose someone who cares more about the well being of the Salem community and not as much as the police force itself. Choose someone who is for de-funding the police department so money can be spent on other ways to actually help the citizens of Salem.	6/13/2020 4:01 PM
199	Have them interact with community as part of interview process.	6/13/2020 2:28 PM
200	Defunding the police and reallocating that money to better, less violent means of first line intervention	6/13/2020 2:11 PM

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201	N/A	6/13/2020 12:57 PM
202	Should not have any murders or justified abuse complaints filed against them.	6/13/2020 12:20 PM
203	Nobody who's willing to bow or kneel to a group of anti police citizens. Only a person willing to uphold law even if it's not what the people want.... hence law enforcement	6/13/2020 12:09 PM
204	A chief who will make sure the police follow the rules. In the pedestrian safety area marked as no bikes on sidewalks I have seen Salem Police riding bikes on sidewalks... why should anyone obey that rule if the police don't?	6/13/2020 12:03 PM
205	no	6/13/2020 11:47 AM
206	We should abolish the police.	6/13/2020 11:20 AM
207	Someone who isn't white and doesn't allow tear gas to be used on protesters just because everyone else is doing it.	6/13/2020 11:05 AM
208	Bilingual/Bicultural womxn of color should be a big priority	6/13/2020 10:35 AM
209	Close monitoring on who is on the force and who they intend to hire. Monitoring in their training in all areas especially in treating people when pulling people over and when arresting and in every situation	6/13/2020 9:28 AM
210	I think a younger, well educated candidate should be prioritized. Salem needs a chief that will serve all it's citizens, not just it's white wealthy citizens.	6/13/2020 9:24 AM
211	Yes He needs to be a strong leader and lead by example. Not afraid to expel any officer that is not upholding the law that applies to everyone. Accountability.	6/13/2020 9:24 AM
212	That he is non biased when it comes to enforcing the law	6/13/2020 9:23 AM
213	The next Chief ought to be dedicated to supporting the most vulnerable members of the community rather than protecting the members of the police or departmental budgets.	6/13/2020 8:52 AM
214	If they are in the profession, do they have a record of holding their officers accountable?	6/13/2020 8:46 AM
215	Be a better community partner	6/13/2020 8:28 AM
216	Yes. To help the current state of affairs, you MUST look at their mental health record. Anyone who wants to run must go through a thorough psychiatric exam by a BIPOC therapist .	6/12/2020 11:05 PM
217	Someone who views crime as a result of larger issues in the community and works to address those larger issues that ultimate reduce crime	6/12/2020 10:04 PM
218	Does this person have the stamina to deal with the pressures of this job with strength and grace?	6/12/2020 9:33 PM
219	We need a visionary right now - someone who can figure out how to serve ALL residents	6/12/2020 9:08 PM
220	While this survey is a nice gesture, selecting a chief of police who continues to reach out to the Salem community about their concerns and desires, and taking action to meet those needs, would be a good first step.	6/12/2020 8:39 PM
221	Don't cave to political politics	6/12/2020 7:40 PM
222	The Council should remember that this city is comprised by all of it's residents not just the vocal minority.	6/12/2020 7:07 PM
223	Please do not hire a racist.	6/12/2020 7:01 PM
224	An excellent chief should be sensitive to the differences in people, aware that arrestees may be innocent, and convey these values to all officers. An excellent chief should be out in the community - not stuck behind a desk or in meetings. A lasting positive change is not the result of conferences or showering the chief with paperwork - but in having that person on the job out in the community. The chief should show no hint of bias to any of his/her officers, and should address it immediately it comes to light.	6/12/2020 6:04 PM
225	Good communicator.	6/12/2020 6:03 PM
226	Willingness to stand up to unions	6/12/2020 5:43 PM

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227	no	6/12/2020 5:43 PM
228	The next Chief of Police should also have the ability to work with the homeless community in a way that doesn't criminalize individuals for simply being homeless.	6/12/2020 5:12 PM
229	Someone that can be a strong and calm leader that's open to change. With the current state of this country we will need someone that is willing to have uncomfortable conversations and understands that change needs to happen.	6/12/2020 5:01 PM
230	Ability to communicate with all in a fair and unbiased way.	6/12/2020 4:46 PM
231	Need strong construction to make decisions that won't please everyone. Pick someone who isn't just reactionary to current events. We need a strong but approachable person with vision for the long term future.	6/12/2020 4:08 PM
232	Once, again, someone who's lived the life of our marginalized population	6/12/2020 3:57 PM
233	The giant upsurge of attention the BLM movement is getting, one of the first things the new chief should do is help this movement as much as a person in their position can.	6/12/2020 3:53 PM
234	The next chief of police needs to be a visionary, to see a way in which police relate differently to their community, sharing responsibility for the well-being of the community with other Public Health Service providers.	6/12/2020 3:01 PM
235	We need someone with deep experience, not someone who is a political player, moving up too quickly with no deep experience in any area.	6/12/2020 2:10 PM
236	Really dig deep to understand systemic racism and oppression, and that many white people think they hit a home run when they started on third base. People of color NEVER start on third base.	6/12/2020 1:37 PM
237	No	6/12/2020 1:22 PM
238	A forward looking leader who supports peaceful protesting, opposes the use of force, and understands the role and relationship of increasing funding for social services as an effective crime reduction technique.	6/12/2020 12:47 PM
239	no	6/12/2020 12:20 PM
240	Homeless does not equal criminal.	6/12/2020 12:13 PM
241	Mandate that have a Masters degree and are educated. Not just experience in law enforcement.	6/12/2020 11:01 AM
242	Interest in true community policing. Get cops out of their cars more often to have positive interactions with the neighborhood. New officers must bring life experience with them to strengthen the department, raise minimum hiring age to 25 so that new hires have employment experience outside of police work.	6/12/2020 10:58 AM
243	Positive engagement with the community and with youth is vital to building trust with the police department. The last thing we want is to further remove police from our communities by removing school resource officers and other relationship building opportunities.	6/12/2020 10:47 AM
244	N/A	6/12/2020 10:38 AM
245	Familiarity with the City and it's needs	6/12/2020 10:00 AM
246	Keep in mind the BLM movement.	6/12/2020 9:36 AM
247	Lacking unbelievable track record I would hire from within. Someone familiar with the community	6/12/2020 9:32 AM
248	no	6/12/2020 9:23 AM
249	The Chief of Police needs to be active In the broader community and easily accessible.	6/12/2020 9:15 AM
250	Our new police chief should really be BIPOC.	6/12/2020 8:14 AM
251	No	6/12/2020 8:05 AM
252	Someone who focuses on doing the right thing versus bowing to a current politically correct call for action that may not be appropriate to local needs.	6/12/2020 8:03 AM

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253	BLM BLM BLM BLM BLACK LIVES MATTER	6/12/2020 7:53 AM
254	Salem police will lose the license to operate unless they curb Violent escalation and intimidation. This will require leadership from within or else the public will vote out those that continue to fund them.	6/12/2020 7:11 AM
255	Somebody that will stand up to the police union when they blindly defend a bad cop.	6/12/2020 6:23 AM
256	The police department needs to turn traffic and pedestrian accidents over to the city and push the city to create safer intersections and pedestrian crossings.	6/12/2020 5:03 AM
257	Someone who will be an advocate for marginalized communities. The voters approved a huge bond for the police station so that our police force has the space to do their job and they have done a good job at creating some resources for the house less community but there are a lot of other people in Salem who feel left out by the police. I personally fear for my safety and the safety of my family when I see police cars sitting around town seeming like they are waiting to stop people. As a non elected position, I understand that it might be hard to feel the ability to speak out but the police chief has great power and responsibility and ultimately should be accountable to the people of the city. That said, I took a chance a couple years ago and wrote to the police chief and was surprised when he wrote back. We need more of that in the new chief.	6/12/2020 2:57 AM
258	Diversity training for officers	6/12/2020 1:16 AM
259	No good old boys...look for the next generation of leaders	6/12/2020 12:53 AM
260	Not bow to recent political pressures. Think long term not just for the current trend of diversity equity and inclusion. Crime results and controlling the homeless problem are much more important issues.	6/11/2020 10:33 PM
261	Make sure that whomever you choose has the maturity and intellect to lead us through a difficult time. Until we can get rid of Trump, we need to tread carefully. Make sure they aren't afraid of Trump. But they need to be smart enough to navigate the Trump world. Hopefully, by November life can return to some semblance of normalcy.	6/11/2020 9:44 PM
262	Be a local.	6/11/2020 9:39 PM
263	That all lives matter no one race more then others	6/11/2020 9:35 PM
264	Please don't allow city council have a lot of say on this. They follow their own agenda rather than doing what is best for the community.	6/11/2020 9:35 PM
265	The best candidate may not be someone currently employed by the Salem Police, but rather an outside candidate with a variety of experience in modern, urban, dynamic policing.	6/11/2020 9:30 PM
266	Not DC Miller	6/11/2020 9:17 PM
267	Dont tie their hands but defunding and putting many of us at increase risk of crime	6/11/2020 9:17 PM
268	Salem is not always an easy place for people not from the region, Oregon often is not either. So make sure the person is committed to being here, having their family here with them, live in Salem.	6/11/2020 8:47 PM
269	Legalize beating the [Expletive] out of liberal snowflakes is a must!	6/11/2020 8:31 PM
270	Someone who is commit to working to making the Salem police anti-racist.	6/11/2020 7:29 PM
271	I'm not confident in the fact a search firm who is not affiliated or inbeded with our city is using a poor conceived questionnaire which is inherently less likely to be completed by Persons who come in contact with law Enforcement. I believe this demonstrates the lack of creativity needed to balance the needs of all of our community. pick a candidate who can help transform, lead and share a vision for why we as citizens should continue to buy into a broken social contract.	6/11/2020 7:18 PM
272	Someone who is willing to engage in difficult conversations with black and brown community members about their experiences being policed by the SPD then make changes to current practices with those concerns in mind.	6/11/2020 7:10 PM
273	No	6/11/2020 6:18 PM
274	Listen to what the people want and pick someone that fits into those values	6/11/2020 4:38 PM

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275	no	6/11/2020 4:12 PM
276	I would humbly suggest that this survey be modified and sent out again after 6 months and then 1 year after the next chief of police has held their position. Continued solicitation of feedback (and subsequently acting upon that feedback) will be important in maintaining trusting relationships with the community of Salem.	6/11/2020 3:48 PM
277	It's not enough to say the right things, they must do the right things	6/11/2020 2:36 PM
278	Should be knowledgeable of Salem, its existing strengths, and needs.	6/11/2020 2:26 PM
279	Fresh mindset, trained in cultural competency, focus on improving quality of police dept., ready to engage positively with all members of the community, and willing to fire officers who are racist, sexist, not mentally fit for duty.	6/11/2020 2:17 PM
280	The new Chief should have a stable work history.	6/11/2020 2:16 PM
281	The hiring process should be inclusive. If African-American and Latino candidates are not considered I would feel very skeptical that the process met this standard.	6/11/2020 12:34 PM
282	The next police chief should not solely be focused on fighting crime. They should be invested in preventing the issues that cause crime. I have already listed some of these above. They should be more than willing to acknowledge the past and current crimes of the Salem Police Dept, such as telling neo-Nazis recently how to avoid the curfew (as seen on video). As the people of color in Salem, as the people who are most vulnerable to unfair treatment by the police, we demand better.	6/11/2020 12:19 PM
283	Run a rigorous background check and speak with all of their recent employers and maybe even some of their recent coworkers. There should no positions of power if they have a history of bad decisions or being a bully.	6/11/2020 11:45 AM
284	Educational background along with integrity	6/11/2020 10:22 AM
285	Someone who can hold their workers accountable and foster accountability within the police department	6/11/2020 8:38 AM
286	Do not consider gender/sex, race, sexual orientation, etc. Just pick the right person for the job. Involve current sworn SPD officers in the process.	6/11/2020 8:35 AM
287	Someone who is more interested in developing relationships with the community and responding to our current policing crisis.	6/11/2020 7:55 AM
288	We want a chief who cares about Salem. Now is not the time to bring in someone from out of state to make a few protestors happy	6/11/2020 6:38 AM
289	THE CHIEF NEEDS TO BE SOMEONE THAT IS APPROACHABLE BY CITIZENS AND EMPLOYEES. IF THERE ARE ANY CONCERNS INTERNALLY OR EXTERNALLY, PEOPLE NEED TO KNOW THAT THEY WILL BE HEARD. THE CHIEF NEEDS TO BE ABLE TO RESPOND FAIRLY/IMPARTIALLY TO THE NEEDS OF THE FORCE THEY LEAD, AS WELL AS THE COMMUNITY.	6/11/2020 12:22 AM
290	I would like to see someone with a good sense of history of the police shortcomings of the past. Someone who is understanding and not tone deaf towards the struggles of minorities. Someone who studies other pd departments here and abroad to see what has worked, someone that thinks outside the box.	6/10/2020 11:05 PM
291	They should have strong ties to not only the community, but also the people in the community.	6/10/2020 10:13 PM
292	I'm not sure Salem is less safe this year - but there is more than it's share of homelessness and crime	6/10/2020 8:32 PM
293	Please make an apolitical choice, emphasizing community protection, service, integrity, fair-mindedness, and the ability to work across agencies to address issues of corruption among politicians and others in the community.	6/10/2020 8:30 PM
294	no	6/10/2020 7:04 PM
295	Listen to Police Chief Acevedo in Houston in ways to reform the force.	6/10/2020 6:40 PM
296	This is a terrible time for this survey! Your results are going to be very slanted, thanks to all the riots and protests and such.	6/10/2020 4:59 PM

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297	Diversity training	6/10/2020 4:44 PM
298	Stakeholder and citizen input	6/10/2020 3:52 PM
299	Creative solutions to age old problems. Partners with mental health services to help with the community homelessness issues.	6/10/2020 2:54 PM
300	I would consider watching their behavior and observing how they treat people. Obedience is a good quality, as well.	6/10/2020 1:53 PM
301	Change name to Chief of Community Safety and Livability. (Department too).	6/10/2020 11:32 AM
302	Someone who views their job as SERVING the people, not the government and not just the wealthy with property..but common people, the majority of us.	6/10/2020 11:19 AM
303	Police reform and BLM. They have to be willing to stand on the right side of history and be the change we need in the world.	6/10/2020 10:05 AM
304	Organize a committee that is committed to helping the homeless population. Solving real problems with support. And don't be racist.	6/10/2020 8:44 AM
305	Pick the best, most qualified candidate. Don't pick someone because of their race or gender.	6/10/2020 8:20 AM
306	It is a tough job and needs to be accountable to the whole community especially the people in the margins.	6/10/2020 7:56 AM
307	Please choose a Chief of Police that is not afraid to make unpopular decisions	6/10/2020 7:36 AM
308	Experience with large homeless populations.	6/10/2020 6:50 AM
309	Do not defund the Police. People safety is priority. Retrain tactics	6/10/2020 4:35 AM
310	The city council should quit making decisions that make it harder for police to prevent and fight crime.	6/10/2020 12:59 AM
311	If the question about safety was asked two weeks ago I would have said "about the same." I view of all the rioting going on I now feel less safe.	6/10/2020 12:40 AM
312	Look for person with good track record with high integrity and strength and know how.	6/10/2020 12:38 AM
313	Maybe consider a woman or minorities.	6/9/2020 11:14 PM
314	Behavior in previous police positions or positions of power, vet for any history of racism	6/9/2020 9:47 PM
315	No	6/9/2020 8:39 PM
316	Minimize militaristic approaches to policing.	6/9/2020 8:09 PM
317	Salem must find a way to make people safe when downtown or we won't have a downtown.....there's not much time left, sadly....	6/9/2020 8:08 PM
318	Look for someone who is interested in demilitarization of the force. The police should not look like soldiers, but peace officers.	6/9/2020 7:23 PM
319	Great deal of respect for Chief Moore. Next Chief will need high degree of fiscal responsibility. The over budget palace that is the new PD is a waste of tax payer money and fiscally irresponsible by exceeding the voter approved budget instead of scaling the project accordingly.	6/9/2020 6:45 PM
320	Consider someone who isn't white.	6/9/2020 6:02 PM
321	Crack down on unlawful gatherings and rid our city of the homeless.	6/9/2020 5:11 PM
322	Consider the needs of the people, not the needs of the "city".	6/9/2020 4:32 PM
323	make it a good person for once	6/9/2020 3:55 PM
324	consider her/his attitudes toward homeless situation.	6/9/2020 3:19 PM
325	There should be a full investigation into the recent actions caught on video over the last week or so. Chief Moore's statement was a major disappointment and his performance with the City Council last night did not improve the situation. Perception is everything and hollow words mean little. I feel bad for Chief Moore in that he tried to the right thing and stay on the job so the city could go through a proper process of hiring a new police chief but he needs to get things	6/9/2020 2:15 PM

Chief of Police Survey for the City of Salem

headed in the right direction and also the city, council, and the mayor need to address this issue right now. Without a clear committment to making things better and holding people accountable whether they are retiring or not must occur. If not we will not get a good set of candidates and ensure improvement in the future. Must act now!

326	A sense of humor couldn't hurt.	6/9/2020 1:47 PM
327	Their ability to lead and enforce our laws and not to follow the "political winds"	6/9/2020 1:13 PM
328	no	6/9/2020 12:51 PM
329	Ready to consider using more technology based policing	6/9/2020 11:27 AM
330	Someone who doesn't see Salem as a stepping stone on the career ladder. Someone who is affable and approachable. Someone with high moral character and a strong sense of right and wrong. Someone who is a fearless example to youth and to the citizens of the city and won't be pushed around by antifa members of Salem City Council. Someone who is not hired because they are a member a group, ethnicity, or perceived race.	6/9/2020 10:29 AM
331	Make sure he or she is a constitutional conservative.	6/9/2020 7:57 AM
332	A much smaller budget.	6/9/2020 7:47 AM
333	A competent person that is not accepting of the sexist, racist practices of police culture.	6/9/2020 7:38 AM
334	Consider the track record of a candidate. There should be evidence of a clean and non violent record associated with the nee Chief of Police.	6/9/2020 12:00 AM
335	We need a Police Chief that holds officers accountable for using excessive and unnecessary force.	6/8/2020 11:33 PM
336	1. We need a chief that can handle a growing city. 2. We have individuals openly carrying arms, defending businesses downtown. I recognize this is the law, but it makes me feel unsafe and it heightens tensions.	6/8/2020 9:32 PM
337	These are very difficult times. The chief needs to lead the dept. in a way that moves it away from confrontation and force to community support and values.	6/8/2020 9:29 PM
338	No criminal record, no record of domestic abuse, no involvement in police shootings that resulted in the death of the individual involved.	6/8/2020 8:36 PM
339	Their focus on understanding mental health for both deescalation purposes and for the officers themselves.	6/8/2020 8:24 PM
340	An officer who represents the needs of ALLLLLLL Salemites	6/8/2020 7:14 PM
341	Please select someone who does not overtly approve of their officers giving preference to white nationalists	6/8/2020 6:25 PM
342	Just wanted to expand on my previous answer, I feel less safe because of the influx of far-right, open carry folks civilians walking around our city.	6/8/2020 5:47 PM
343	I would like to see that this person has positive outcomes with people of color.	6/8/2020 5:36 PM
344	Use of force and oversight policies need to be strictly enforced. Police officers cannot be allowed to act outside the laws they defend.	6/8/2020 5:31 PM
345	I also watched the first season of HBO's Problem Areas. The overall topic on law enforcement is deep and unforgettable. Mr. Grossman has a lot of explaining and exploring to do.	6/8/2020 5:18 PM
346	Transparency and building trust will be important to me. After seeing the many videos and accounts of the racist acts just in the last few weeks really scares me. It's worse than I thought.	6/8/2020 5:03 PM
347	This may be outside of the role of the chief who's job is enforcement, but someone who works with city council members to consider the difficult situation homeless people are in and not criminalizing trying to survive.	6/8/2020 3:32 PM
348	Consider what it might look like to gradually phase out the police altogether. That won't be simple, but it is absolutely possible.	6/8/2020 3:11 PM
349	Values.	6/8/2020 2:54 PM

Chief of Police Survey for the City of Salem

350	I feel less safe in Salem because of the police. After seeing recent videos of officers siding with white supremacist groups like Proud Boys, I'm extremely skeptical of the force and their influence on the city.	6/8/2020 2:45 PM
351	Do better background checks. Make sure there's no white supremacy connections or beliefs. Find someone who has morals and sees the community as inclusive	6/8/2020 2:44 PM
352	Someone with diverse experience and thinking not just someone that moved up through the system.	6/8/2020 2:36 PM
353	Police culture in general is full of systemic racism. Tone from the top matters. Walk the talk. Hire a person of color.	6/8/2020 2:25 PM
354	Past record of excessive force complaints.	6/8/2020 2:17 PM
355	Their record on holding police officers accountable and their previous record of discipline.	6/8/2020 2:05 PM
356	Take the time necessary to find the right candidate. I know our current chief has retirement pending, but it's so important. I'm a transplant to both Salem and Oregon but I've fallen in love with Salem and I want it to be great again. I want to be able to go downtown on a date night with my spouse and not feel unsafe. We don't have that right now.	6/8/2020 1:06 PM
357	The Chief of Police should be willing to listen to the concerns of the community and be open to the idea of reform.	6/8/2020 12:43 PM
358	Their willingness to make changes	6/8/2020 12:31 PM
359	Male only every city with a female chief that I know of had problems plus must be law and order and a little on the tough side.	6/8/2020 12:28 PM
360	I am intimidated to approach a police officer. The power dynamics that police officers carry with them makes me less inclined to engage.	6/8/2020 12:26 PM
361	Find some diversity for god sakes.	6/8/2020 12:25 PM
362	Consider hiring someone who is well known in the community, who is strongly anti-racist	6/8/2020 11:37 AM
363	Simone who is interested and committed to enforcing the law, getting rid of drug dealers, and making Salem safe for those residents who follow the law. Now we have many law but little enforcement. We don't need a COP who is a community organizer or a social justice warrior. We need a professional law enforcement officer.	6/8/2020 11:10 AM
364	Diversity of citizenry deserves diversity of leadership and diversity of police forces. Nothing builds community like being in the community (rather than driving through or past it).	6/8/2020 11:01 AM
365	He or she must be open to embracing new ways of policing. Must be open to non-traditional partnerships with social-service organizations. Must be a good communicator, particularly in multi-racial communications.	6/8/2020 10:54 AM
366	No	6/8/2020 10:49 AM
367	The city of Salem could set a model in its selection of chief of police.	6/8/2020 10:49 AM
368	Gender; are there qualified or near qualified non cis men?	6/8/2020 10:28 AM
369	The demands of current nationwide and global protests against injustices committed by American police officers, especially toward black and brown people.	6/8/2020 10:03 AM
370	Hire for diversity and inclusion.	6/8/2020 9:57 AM
371	Councilors and hiring committee needs to have a realistic and flexible long term vision driving the hiring decision. While the current unrest is a driver, we need a trustworthy navigator.	6/8/2020 9:07 AM
372	Don't play to the open carry crowd	6/8/2020 8:48 AM
373	Stop committing violence against the public. Defund and abolish the police. Stop giving preferential treatment to white nationalists.	6/8/2020 8:43 AM
374	Read answers above. Training, training, training. Our community needs a force with resources, not guns. Read above.	6/8/2020 6:33 AM
375	No	6/8/2020 6:26 AM

Chief of Police Survey for the City of Salem

376	Someone young and educated on social political issues to stop collusion before it happens.	6/8/2020 6:11 AM
377	Has our kids future in mind	6/8/2020 6:01 AM
378	They should be articulate, transparent, and engaging.	6/8/2020 12:45 AM
379	Again, seems like it should be assumed that you would choose someone who communicates well the intent and design of the protocols, expectations, partnership you long for between the PD and community.	6/8/2020 12:16 AM
380	They shouldn't make excuses for officers protecting white supremacists	6/7/2020 11:35 PM
381	Just that we refuse to let corruption be silenced any longer.	6/7/2020 10:44 PM
382	Integrity and past performance.	6/7/2020 10:33 PM
383	Talk to members of our black and brown communities. Our LGBTQ community. Our migrant community. Members of our community who are experiencing homelessness. Listen to their feedback, and act accordingly. Let's focus less on an enforcer and more on a community builder.	6/7/2020 9:57 PM
384	Instead of putting money towards 'reform' and Salem PD reorganizing, put that same money back into the community, where it will actually make a positive difference.	6/7/2020 9:26 PM
385	Mental health, racial or ethnic bias	6/7/2020 8:40 PM
386	Salem has a large white supremacy problem. This is a gang that looks to hurt people. Dig into this.	6/7/2020 8:35 PM
387	No	6/7/2020 8:21 PM
388	Consider that my experience is the video showing the police in league with white supremacists. And thus far no repercussions for the office or chief. Shameful	6/7/2020 8:06 PM
389	Someone committed to treating the unsheltered people suffering homelessness.	6/7/2020 7:33 PM
390	Clean up downtown	6/7/2020 7:15 PM
391	Don't be a racist.	6/7/2020 7:06 PM
392	I think that the public should be aware of the Police Department's top priorities.	6/7/2020 6:23 PM
393	Can we talk about education and training of police officers? It takes less time to pass Police Academy than it does to earn a teaching certificate. A kindergarten teacher has more training to do their job than a police officer. EMTs, nurses, doctors, other folks who may hold someone's life in their hands have far more training than the average police officer, and none of them are armed and capable of killing someone in a moment's panic. Let's consider someone who is ready and willing to rebuild the city's law enforcement from the ground up.	6/7/2020 6:13 PM
394	Addressing homelessness and graffiti	6/7/2020 5:31 PM
395	Willingness to advocate and represent all of Salem, not just the Governor's favorites	6/7/2020 5:30 PM
396	speeding is a huge issue. Would love to see more traffic calming measures in place.	6/7/2020 5:21 PM
397	N/A	6/7/2020 4:56 PM
398	The individual needs to have a background in leadership that promotes accountability among all officers.	6/7/2020 4:34 PM
399	Balanced and temperate. Able to tell the truth in difficult situations. Able to move department away from militarization and to being peace officers.	6/7/2020 4:28 PM
400	Someone who is not afraid to take an honest look at the conduct of his/her own officers. Someone who honestly believes that the police are meant to serve and protect citizens...not above the law or selectively enforcing it.	6/7/2020 4:17 PM
401	Violent disliking towards the homeless population overrunning the sidewalks	6/7/2020 3:59 PM
402	No ties to proud boys or anything like that.	6/7/2020 3:56 PM
403	The Constitution!	6/7/2020 3:52 PM

Chief of Police Survey for the City of Salem

404	They should consider their intense focus on accountability, diversion of power to people trained in dealing with issues that the police have no business being involved in (like homelessness and community enrichment), and they should consider the Chief's ability to adhere to research-based solutions to improve the efficiency of the police force for less money and with less uses of force by following steps listed by organizations such as Campaign Zero.	6/7/2020 3:45 PM
405	Maybe check to make sure they don't have nazi or white supremacy tattoos	6/7/2020 3:14 PM
406	Someone who has demonstrated commitment to equity.	6/7/2020 2:51 PM
407	Race and gender	6/7/2020 2:48 PM
408	Ticket and fine everyone breaking curfew and vandalizing our city!!!	6/7/2020 2:44 PM
409	No complaints. Wonderful track record. No personal ties to politics or racism	6/7/2020 2:09 PM
410	The chief of police should be for the people not the politicians or other authority figures.	6/7/2020 1:57 PM
411	Someone who has been involved in the Black Lives Matter movement would be fantastic. We need people who will FURTHER the cause, not just put band aids on and hope it will go away.	6/7/2020 11:49 AM
412	Someone who is committed to truly denouncing white supremacists and who will hold officers with sympathy to white supremacists accountable unlike our current chief.	6/7/2020 11:46 AM
413	they are going to inherit a troubled force with all the recent bad press. We need to stop hiring street cops that have criminology degrees - get back to community models.	6/7/2020 11:39 AM
414	Pick someone who isn't friends with white supremacists.	6/7/2020 11:33 AM
415	The new chief must not continue Salem's legacy of racism. He or she must be able to uphold equality standards and punish cops who don't.	6/7/2020 11:27 AM
416	no	6/7/2020 11:16 AM
417	Someone committed to diversity	6/7/2020 11:11 AM
418	Commitment to non-use of tear-gas, pepper spray, pepper balls, LRAD, Flash Bangs, and anything else that is targeted at a group of individuals and not a single problem individual. Requirement to first attempt to remove problem individuals in protests before declaring unlawful assembly. Requiring Unlawful Assembly order to be approved by on-call judge and backed up by body cam or other physical evidence. Commitment to non-use of kettling or other means of preventing people from leaving, even across police lines, to disperse from an area before force is used. Requirement for a sliding time scale for people to leave before force is used based on the number of people present and the size of the area being cleared to guarantee adequate time to vacate even for those that are disabled and take more time to leave an area.	6/7/2020 11:07 AM
419	Someone who is resourceful and can utilize current resources in an impactful way, as well as think outside of the box and create more solutions and community relationships.	6/7/2020 11:05 AM
420	An outsider would be better. It will be interesting to see if the police are more loyal to each other than to the people.	6/7/2020 10:54 AM
421	The right ideals and the strength to make them happen are all that matters. Please don't pander to politics and optics. If the right person is female, black, trans, etc- hire them. If the right person is another white male- hire them. Strength of character can be found anywhere and should be in charge.	6/7/2020 10:45 AM
422	We need someone with compassion and integrity.	6/7/2020 10:44 AM
423	I think the city is less safe currently bc of police not doing their jobs without bias and white Supremacists inciting violence	6/7/2020 10:43 AM
424	keep the Proud Boys out of the department	6/7/2020 10:43 AM
425	The most qualified individual on paper isn't necessarily the best individual for the job.	6/7/2020 10:40 AM
426	Hire a person of color with new, innovative and progressive ideas, skills and experience. Listen to the voices of the most vulnerable people of color on our community and start there when creating policies and procedures.	6/7/2020 10:37 AM
427	That there are a lot of people that are disenfranchised with the police. Find someone that genuinely wants better for this city. Someone that believes that themselves and their employees	6/7/2020 10:22 AM

Chief of Police Survey for the City of Salem

	NEED to be held to a higher standard.	
428	Thank you for providing this survey!	6/7/2020 10:11 AM
429	He or she needs to implement diversity training and address racism and prejudice from the inside out	6/7/2020 10:09 AM
430	Diversity	6/7/2020 10:06 AM
431	Less focus on non violent crimes.	6/7/2020 10:02 AM
432	They should be committed to taking a critical look at law enforcement and be willing to make changes that will protect our BIPOC community members, even if it is not how things have been done in the past	6/7/2020 9:56 AM
433	I would reiterate my previous answers.	6/7/2020 9:51 AM
434	No	6/7/2020 9:50 AM
435	Accountability to private citizens should be the police's top priority.	6/7/2020 9:39 AM
436	They must demilitarize the police force and reduce the size of the police force.	6/7/2020 9:11 AM
437	A top consideration for me is that someone with the experience of growing up as a part of a minority community and being targeted because of their (non-white) race, perceived sexuality, or cultural background is chosen. This person should have empathy and commitment to listening and believing other's experiences, rather than thinking that because they have overcome these things themselves that they know everything.	6/7/2020 8:55 AM
438	In addition to management, communication and social skills, the applicant should have considerable past experience as an effective ""street cop" which includes investigation. In answer to the next question, I do not live within the city of Salem but I did retire from Salem PD with 27 years of experience. I honestly believe it is the best PD in the state of Oregon and I hope the new chief can keep it that way!	6/7/2020 8:37 AM
439	The Chief of Police should be a good listener, firm but just.	6/7/2020 8:35 AM
440	In our current climate, hiring someone who has knowledge of policies that are proven to reduce police violence should be important.	6/7/2020 7:50 AM
441	Only, as previously mentioned, that they should have integrity and clarity of vision, even when under pressure making tough decisions. As experienced and service-oriented as possible!	6/7/2020 2:34 AM
442	Not be associated with the KKK Not be white	6/7/2020 1:08 AM
443	Not an old white man	6/7/2020 12:53 AM
444	smells nice.	6/7/2020 12:41 AM
445	Don't bow to community demand. Look at the qualifications, training, and all aspects that are firm foundations for the right candidate first. Race, sex, and those issues are not at the top of the list as some civilians or legislators might think.	6/7/2020 12:14 AM
446	Someone with the respect of both the officers and the community.	6/6/2020 11:19 PM
447	Select someone of color perhaps?	6/6/2020 11:08 PM
448	No	6/6/2020 10:46 PM
449	Considerations should be placed on the current climate. I would urged that the pick not be reactionary, but measured and appropriate.	6/6/2020 10:19 PM
450	Vote right. The left are only for New World Order and not Americans. Don't be a Yankee.	6/6/2020 10:15 PM
451	Have transparency in this process so the taxpayers can trust the outcome.	6/6/2020 9:40 PM
452	I grew up here not being afraid to be out late, I left for college and have been gone for two years. I came back and I feel like this town is so scary. I have to lock my doors whenever I get to my house or in my car.	6/6/2020 9:36 PM
453	Someone who will keep an open mind about criminal justice reform.	6/6/2020 9:33 PM
454	None	6/6/2020 9:15 PM

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455	I would like to hear the applicants discuss their vision for Salem. Perhaps allow for a town hall via zoom so the community can provide feedback.	6/6/2020 8:49 PM
456	That he or she has a strong ,positive connection with the community with continued open minded discussions with the community and their desires.	6/6/2020 8:44 PM
457	Stop hiring White people. The whiteness of our police is no accident. So be purposeful about hiring women and People of color.	6/6/2020 8:44 PM
458	Avoid white nationalists.	6/6/2020 8:39 PM
459	Someone who will advocate for moving some duties currently handled by police -- dealing with the mentally ill, in particular -- to others who have training in that area in an effort to avoid unnecessarily deadly confrontations.	6/6/2020 8:39 PM
460	Make sure the person is also a good fit for the City and the department and those he/she works with.	6/6/2020 7:48 PM
461	Once again, consider focusing on someone within the mental health profession for the job. The hiring panel should be diverse and have multiple phases to include various stakeholders. Citizens should have the opportunity to do a virtual interview with candidates. And no one currently in the police department, including the current chief, should be permitted to participate in the first or last round of interviews.	6/6/2020 7:13 PM
462	Do not bow down to political correctness. Do the right thing. Make the right choice, not the popular choice.	6/6/2020 5:57 PM
463	Community outreach or some officer meet and greet would go a long way. I think people need to be able to see our law enforcement as people and members of our community.	6/6/2020 5:56 PM
464	Someone who always seeks improvement for the police force and who can lead the city if Salem Police Department to the future, with technology, and evo values diversity and who will not stand for police brutality. A chief needs to support the excellent police officers, but either retrain or let go of any "bad eggs".	6/6/2020 5:32 PM
465	Compassionate should be a desired quality	6/6/2020 5:32 PM
466	Let the people decide	6/6/2020 4:56 PM
467	His or her previous experience dealing with homelessness. Hoping for a problem solver with good ideas on making Salem safe for all, including the homeless and mentally challenged.	6/6/2020 4:50 PM
468	It's unfortunate to have to require this, but in society now it will be important for the chief to balance politics with the profession of running the department. Proper (not necessarily equal) balance is key.	6/6/2020 4:09 PM
469	Hire from within or from Oregon.	6/6/2020 4:08 PM
470	No ex military. Do a complete psychological and background screening and be certain the person is of proven neutral political standing.	6/6/2020 2:35 PM
471	Someone who understands the current civil rights climate, is listening, reaching out to the minorities and asking what they need to feel safe, not making any excuses and making changes even if they're hard or unpopular	6/6/2020 2:31 PM
472	eliminate bias, enable accountability,	6/6/2020 2:29 PM
473	The next police chief should have: 1. A strong background in policing with the experience and leadership necessary to keep the Salem PD modern, effective and transparent. 2. A commitment to enforcing our laws, constitution, policies and procedures to insure citizens are treated fairly and equally (not just the vocal special interest groups and politicians with personal agendas).	6/6/2020 2:21 PM
474	Riots, pandemic, etc should not be used as a knee jerk reaction to choosing your next leader. Chose the best person to lead, not the best looking leader	6/6/2020 2:18 PM
475	Keep asking for community input into the decision.	6/6/2020 1:50 PM
476	Criminal apprehension and prevention	6/6/2020 1:43 PM
477	Prioritize safe streets. I can't even let my high school aged student go downtown alone	6/6/2020 1:43 PM

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anymore. And, attack hang banging thugs. STAND UP to our weak [Expletive] mayor.

478	Just because a candidate has a college degree and meets other qualifications it does not mean he/ she will be a good candidate. Some people in police leadership positions look great on paper, but they are terrible leaders. Do a very good and detailed face to face background investigation on him/ her, let two or three SPD middle management and line officers and other staff be part of the background investigation because they will ask the right questions. This will be very important for the whole department especially one that's had the same chief for so many years. This will help the transition to the new chief tremendously. If they don't support the chief then the chief will have a uphill battle. If you want to change the department and how it functions then don't include SPD staff. Ask a outside agency to assist in the process.	6/6/2020 1:19 PM
479	Be honest and fully aware that Salem's historical white supremacy culture is still in power here, even if it is mostly unconscious today compared to a long time ago. We learn patterns and traditions that our grandparents and great grandparents instituted and perpetuated, whether they were aware of them or not. Sexism and racism is alive and well. Salem doesn't like outsiders. Salem is very different than Portland. Many Salemites hate Californians, don't like Portlanders, think true Oregonians means our roots in white agriculture and timber producers with pioneer heritage. A lot of subconscious judgements that have their good side and bad side. I am one of them. I'm from a long line of generations of pioneers and farmers and loggers. I'm proud of Oregon's agricultural and forestry history and proud to be an Oregonian. But our new police chief needs to really understand what those things mean to different people, know the good and bad sides of those things, and understand that a majority of the people in the city have that history. Again, to be proud of but also to question the bad parts of. Most people around here are shocked or don't really believe me when I tell them that Dallas was the KKK headquarters of the Northwest United States. Even if they know it, they don't think it is relevant today. But it is relevant and a brilliant police chief should have a great understanding of history and sociology and psychology and social justice and race relations and political science. I'd like a chief of Police with a Doctorate degree in all of these fields!	6/6/2020 1:10 PM
480	A person of color and/or a woman would be greatly appreciated	6/6/2020 12:49 PM
481	Adoption of policies to ensure we are a city welcoming all, caring for all, respecting the dignity of all and working to ensure all have adequate housing, food and healthcare	6/6/2020 12:42 PM
482	I ask that City of Salem pick a transformative leader - one who is willing to significantly re imagine policing priorities and methodology to sustain an equitable and just system. I want to see a leader with a vision AND action for a department at the forefront of efforts for racial justice.	6/6/2020 12:35 PM
483	Diversity training for officers is extremely important. There should be an active police review board. There should be community policing.	6/6/2020 12:35 PM
484	There is evidence of the police treating white citizens and people of color differently. This is unacceptable and must be changed.	6/6/2020 12:22 PM
485	No	6/6/2020 12:14 PM
486	Willingness to crack down on white nationalists	6/6/2020 12:03 PM
487	Someone who is not friendly with far right groups, or far left groups for that matter	6/6/2020 12:00 PM
488	Their background and record I don't want to see anyone whos been accused of brute force they need regular drug tests considering many of salems police officers are using meth and they need to not be in a white supremacist group as you may think thats obvious however again many salem officers are a part of one	6/6/2020 11:53 AM
489	Root out white supremacy and over zealous cops. More training in citizens right and illegall stops. Stop abusive power and make cops more accountable for their actions.	6/6/2020 11:50 AM
490	Ask them to describe their vision for our city 5 years from now and consider our existing problems, homelessness and race relations particularly	6/6/2020 11:45 AM
491	Budget experience is important.	6/6/2020 11:41 AM
492	Their service record, especially as relates to any past complaints and the nature of those complaints and their resolutions. Their commitment in action, not only in word, to their stated values.	6/6/2020 11:38 AM

Chief of Police Survey for the City of Salem

493	Less law and order more community building	6/6/2020 11:35 AM
494	Listen to the voices of the people and local businesses.	6/6/2020 11:30 AM
495	Age and not an internal candidate.	6/6/2020 11:26 AM
496	Be totally apolitical in selection and don't pick a feel good person but someone who knows how to get the job done, regardless of what the political class thinks. Being multi lingual and being a great orator is some the chief can pick others to do. A good leader is one who selects and empowers those he/she has chosen to speak languages, make great speeches and dazzle the masses.	6/6/2020 11:15 AM
497	Consider hiring a person of color	6/6/2020 11:10 AM
498	Race relations	6/6/2020 11:06 AM
499	Vet their background extensively and look externally. Look for someone committed to reform. Demilitarize the police and ban tear gas.	6/6/2020 11:02 AM
500	How they will be allowed to deal with the homeless and illegal aliens.	6/6/2020 11:01 AM
501	See #2 ABOVE.	6/6/2020 10:53 AM
502	Possibly non-white, female and/or bilingual	6/6/2020 10:48 AM
503	I've only lived here for five years so I don't really know whether it's better or not. I also white, so I can't say whether it's more equitable. I respect law enforcement that has integrity. Meaning, no corrupt cops.	6/6/2020 10:34 AM
504	No	6/6/2020 10:33 AM
505	Be unbiased to groups protesting. That is something that has been obviously biased	6/6/2020 10:24 AM
506	He should have an open door to hear the peoples concerns and views. Everyone's not just a select few. Get peoples input on many subjects.	6/6/2020 10:19 AM
507	Consider hiring from within. The Salem Police have many qualified applicants.	6/6/2020 10:10 AM
508	Their personal views 100% effect their actions and how they treat others. Someone that advocates equality.	6/6/2020 9:57 AM
509	I think looking to hire someone of color who has the needed attributes would be admirable.	6/6/2020 9:52 AM
510	do not be swayed by Political Correctness, I want to know that first we are a nation that follows the laws.	6/6/2020 9:50 AM
511	Fair and equitable treatment of homeless.	6/6/2020 9:48 AM
512	Other leadership in Salem government will have to grow the backbones needed to support the new Chief, or she will simply be hung out to dry. This is all of our responsibility.	6/6/2020 9:34 AM
513	Leadership qualities that would allow a new understanding of police responsibilities in a diverse community.	6/6/2020 9:14 AM
514	Integrity, leadership & intelligence	6/6/2020 8:45 AM
515	Maybe for once it should be a woman or man of color.	6/6/2020 8:42 AM
516	I have been so impressed by Jason VanMeter. He attends community meetings, and is active and engaged with the Salem and downtown Salem community. I am impressed with his views on how to police people who are homeless (harm reduction). He recently took a knee showing solidarity with the Black Lives Matter Movement. I think a Chief of Police should work to help all officers be engaged with the community they are policing.	6/6/2020 8:24 AM
517	The brutality to get the point across. That shouldn't even be an option. Theres plenty of other things you can do before violence.	6/6/2020 8:16 AM
518	Humanity, this top executive must put that as a top priority be it toward one homeless person or a "well-off" group who has resources to "influence" policy decisions.	6/6/2020 8:09 AM
519	As already mentioned above. That the next Police Chief NOT be hired from within the ranks of the Salem Police Department. Outside new "blood" required to break the "good ole boy"	6/6/2020 8:01 AM

Chief of Police Survey for the City of Salem

attitude which is known to persist within upper management.

520	Consider hiring a person of color, and maybe a female. Someone who is a known good communicator.	6/6/2020 8:01 AM
521	resist the urge to tinker.	6/6/2020 7:56 AM
522	De-escalation training	6/6/2020 7:38 AM
523	Should also be accountable, transparent and humble.	6/6/2020 7:36 AM
524	Someone who will support their officers. Who will uphold the law regardless of the situation.	6/6/2020 7:12 AM
525	Should be black, non-gender, veteran, minimum of BA degree, naturalized citizen from South of the Border, bi or lesbian.	6/6/2020 6:43 AM
526	"Less safe" is not a reflection on the job the police have been doing, but on the current national crisis.	6/6/2020 5:43 AM
527	Well rounded law enforcement experience. Even temperament. Respected in the field.	6/6/2020 1:59 AM
528	It should be an individual that has lived experience with the community they will be in charge of leading and a member of a minority group who is willing to make systematic changes to elevate the safety off all individual's in this city. They should be willing and able to communicate effectively with communities across gender, race and class in order to be connected with the entire city.	6/6/2020 1:41 AM
529	Whoever's the next is needs to know that with my experience they are doing a good job. I've had no issues with them. They've keep me in check from time to time, bud nothing over the top. As long as the quality of officer is on the street, with the understanding of the community they are policing, they are doing just fine.	6/6/2020 12:58 AM
530	Someone who carefully makes deductions without acting too hastily	6/6/2020 12:54 AM
531	The city should select someone with detailed, legitimate experience in deescalation, who supports active community-building measures, and cares more about the good of the people than the good of the department.	6/6/2020 12:22 AM
532	Someone who is aware of the situation and can de-escalate conflict	6/6/2020 12:09 AM
533	It is always better to invest in someone with good character over someone who is just skilled at their job.	6/5/2020 11:59 PM
534	Someone who has had no record of misconduct, unreasonable force, or paid-out lawsuits	6/5/2020 11:48 PM
535	Mayor Bennett and council members should look for someone with documented good judgment and critical thinking skills. A person who knows the Oregon political landscape, especially that of this community. This person should be fair and equitable in their administration of the police force. This person should have demonstrated ability to performance manage in a union environment and not be afraid to use proper disciplinary actions as needed. The new chief should be someone that is transparent, trustworthy, stern, but also safe.	6/5/2020 11:22 PM
536	Not a republican	6/5/2020 11:08 PM
537	No	6/5/2020 11:00 PM
538	Defund the police and invest in public reform like schools, healthcare, insurance. Little resources are being used to support inmates currently in the correctional facility.	6/5/2020 10:59 PM
539	Experience collaborating with other agencies for root cause solutions for people experiencing homelessness, behavior health challenges, and substance use disorders. We need comprehensive responses where police play a smaller role to meet people's needs in crisis.	6/5/2020 10:56 PM
540	Ban homeless. Make your officers accountable	6/5/2020 10:45 PM
541	Find someone who ISN'T a racist, sexist, homophobic bootlicking nazi in training.	6/5/2020 10:35 PM
542	History of violence	6/5/2020 10:32 PM
543	History is watching. Life will not go "back To normal" after all the protests.	6/5/2020 10:03 PM
544	They need to choose someone who will be willing to be that person who cares about justice,	6/5/2020 10:00 PM

Chief of Police Survey for the City of Salem

who doesn't look at the Hispanic and African American community the way other cops do in Salem. Whoever is chosen needs to actually see people

545	The Chief of Police should not be a political position. Popularity should not be an issue. Competency is key.	6/5/2020 9:51 PM
546	N/a	6/5/2020 9:35 PM
547	Please, select candidates who can get the job done and lead. Don't saddle us with some one and done poser looking for their next job. There are women and minorities who can do a good job but there are also the above who are in their position to make mayors and city councils feel awesome about themselves as the community disintegrates around them/us. See Portland, OR, now in Philadelphia, and Henderson , NV. A mini and a maxi train wreck.	6/5/2020 9:35 PM
548	The Chief should look after the citizens not just his fellow policeman.	6/5/2020 9:32 PM
549	Not political.....at all!	6/5/2020 9:31 PM
550	Committed to anti-racism.	6/5/2020 8:52 PM
551	The city should consider divesting from policing altogether. For starters, the city should divert money away from the police department to a community response team of social workers and medics akin to the CAHOOTS program in Eugene. To be very clear, this response team should NOT be connected to the police. They should be independent and serve no role in punishment and imprisonment. Also, it'd be great to get a police chief that isn't chummy with right-wing militia men. It's an absolute embarrassment/disgrace that while the PD is gassing protesters, they're advising armed and threatening men to hide inside building and cars so that they're are not caught breaking curfew. (Also, you're not fooling us. Curfew is just a tool to criminalize lawful protests. The curfew should be cancelled right now.)	6/5/2020 8:52 PM
552	Again, find another Chief Moore	6/5/2020 8:47 PM
553	None	6/5/2020 8:44 PM
554	I hope that the community will have many quality opportunities to interact with candidates, ask questions, get to know them, and be carefully listened to by those doing the hiring. This seems crucial, and altho it may demand a change in the way things have always been done, will be crucial in getting the right person for the job.	6/5/2020 8:40 PM
555	Check for white supremacist ties.	6/5/2020 8:23 PM
556	Experience matters. We need a leader who has experience not only as a police officer, but the budgetary and leadership experience to lead a department the size of Salem's.	6/5/2020 8:14 PM
557	Consider someone who is committed to reforming our criminal justice system	6/5/2020 8:11 PM
558	They're also very few women in the department. A woman of color would be a fantastic choice. That person would bring a perspective and cultural competency to show a true change in Salem police.	6/5/2020 8:04 PM
559	Strong stance on crime property and victim	6/5/2020 8:01 PM
560	Look at recent unexplainable mistakes and learn from them!	6/5/2020 7:56 PM
561	Diversity. Inclusion. Education. Understanding. Fairness. Protect the vulnerable!	6/5/2020 7:56 PM
562	Need stricter control of youth and their late activities.	6/5/2020 7:54 PM
563	na	6/5/2020 7:35 PM
564	The public voice	6/5/2020 7:32 PM
565	How about Honest? How about not in the City Councils pocket? How about a Chief who leads by example, and is not afraid to call out bad conduct by officers?	6/5/2020 7:29 PM
566	We are a pivotal moment of change when it comes to policing in America. The new police chief has to acknowledge and embrace that reality. The policing of today cannot and should not be the policing of tomorrow.	6/5/2020 7:22 PM
567	Don't fund homeless or lawlessness.	6/5/2020 7:14 PM
568	Not hiring a pig that incites violence and hurts citizens demonstrating their rights	6/5/2020 7:06 PM

Chief of Police Survey for the City of Salem

569	Strong crime prevention experience.	6/5/2020 7:00 PM
570	Someone who has the courage of his/her values like our incumbent has shown.	6/5/2020 6:56 PM
571	I believe searching local for someone with a good reputation is important because of the natural love of neighbors/fellow peers that comes from those who feel they are a part of the community.	6/5/2020 6:52 PM
572	Prioritize integrity, accountability and transparency as well as a strong desire to build trusting relationships between police and communities of color.	6/5/2020 6:52 PM
573	Be careful how they answer questions. Body language is huge. Empathy is huge. And what is their goal for our community.	6/5/2020 6:43 PM
574	Someone who's priorities are to maintain a safe environment where no person of color should every fear that the officer could become violent or racially profile them.	6/5/2020 6:42 PM
575	A latino woman would be my choice.	6/5/2020 6:37 PM
576	Pick a women, person of color or anyone individual that will drive the department in a truly equal and innovative direction and get rid of good ol' boys.	6/5/2020 6:28 PM
577	Listen to your people. Of all ages and walks of life. Hold your officers accountable.	6/5/2020 6:24 PM
578	Definitely someone with experience in modern policing, not one of the good old boys	6/5/2020 6:08 PM
579	Diversity!!!! Someone who comes from a big city might have more experience that Salem has encountered.	6/5/2020 5:59 PM
580	Implicit bias	6/5/2020 5:49 PM
581	Hold officers accountable	6/5/2020 5:43 PM
582	Diversity, equity	6/5/2020 5:36 PM
583	See previous comments	6/5/2020 5:36 PM
584	I think creativity is crucial, a willingness to set new standards and create change. I'd love to see attention to decreasing numbers of crimes and violations, numbers of incarcerated or jailed individuals, and greater support of community rather than attempting to meet quotas for tickets. I'd like to see someone who has attention to trauma-informed interventions and wants to see that in their staff.	6/5/2020 5:34 PM
585	De-escalation, body cams, officer complaints available to public, no qualified immunity	6/5/2020 5:34 PM
586	How a new chief would respond to everything happening now—would it be a positive and peaceful response, working with community members to root out the issue, or would it be a violent and negative response, attacking peaceful protesters and causing severe injuries.	6/5/2020 5:22 PM
587	We need someone with experience of a diverse city. Salem is becoming more progressive and diverse and our next Police Chief needs to reflect that attitude.	6/5/2020 5:05 PM
588	Important partner to addressing the needs of the transient population, so that businesses and everyone can enjoy all the different parts of Salem. (Pushing them out of downtown has made other places ugly and full of trash)	6/5/2020 4:54 PM
589	They have to recognize the need for reform and the political and racial biases that exist in their ranks.	6/5/2020 4:54 PM
590	Stop letting police get away with crime	6/5/2020 4:54 PM
591	NA	6/5/2020 4:53 PM
592	Stop protecting white supremacists stop working with them. Informing them. Hiring them. You work for the people.	6/5/2020 4:53 PM
593	His or her Past	6/5/2020 4:53 PM
594	Accountability is paramount but someone who actually listen to citizens is and takes action is also important. A chief should prioritize those his department serves.	6/5/2020 4:49 PM
595	EQUALITY	6/5/2020 4:49 PM

Chief of Police Survey for the City of Salem

596	Social or psychological education. Someone who understands people and not just the law.	6/5/2020 4:34 PM
597	How they are responding to the current protests and need for police accountability and reform.	6/5/2020 4:29 PM
598	Someone who is willing to call out their peers for injustice. To do away with the "good ol boy" system and end police giving other police professional courtesy.	6/5/2020 4:23 PM
599	Maybe have it be a woman of color, preferably black instead of a middle aged white man. Hopefully if we have a black woman in charge she will be able to lower crime rates against POC and be able to hold gross racist cops accountable. :)	6/5/2020 4:19 PM
600	Don't get caught up in the politics, I just want our community to be safe and to see a reduction in crime	6/5/2020 4:19 PM
601	The next Chief of Police should be committed to partnering with other agencies and organizations efforts to reduce the likelihood of crime through specific intervention programs such as those helping the homeless and mentally ill obtain the services they need.	6/5/2020 4:14 PM
602	No	6/5/2020 4:11 PM
603	Inclusiveness, respect of community values	6/5/2020 4:04 PM
604	Monitor areas of high crime like alley ways and public parks more. Neighborhoods will mostly self police or call if assistance is needed.	6/5/2020 4:00 PM
605	This is a time to build trust, not build barriers.	6/5/2020 4:00 PM
606	Fire the entire department.	6/5/2020 3:58 PM
607	They should live in Salem	6/5/2020 3:57 PM
608	Take any past complaints from the community or fellow peers into consideration and overall character of the prospects should reflect that of a person who will treat others with respect and dignity with diplomatic problem solving	6/5/2020 3:55 PM
609	I just want the next Chief of Police to actually listen to the people and not be afraid to say, Black Lives Matter.	6/5/2020 3:55 PM
610	Someone who values diversity and justice than righteousness	6/5/2020 3:54 PM
611	Need someone willing and capable of making changes.	6/5/2020 3:40 PM
612	Make sure the police chief represents all people in the community. Training for mental health and rebuilding communications between citizens and police officers so then trust can be gained on both sides.	6/5/2020 3:40 PM
613	Please realize that black lives matter so so much. You don't have to select a black person to try to "make up" for a lack of diversity or recent actions. Just pick someone that will enforce equality, fair treatment, and proper training for officers, specifically regarding racism and anti-racist efforts.	6/5/2020 3:38 PM
614	I think the City should actively recruit candidates who are women of color.	6/5/2020 3:37 PM
615	Please make sure they actually care to look after the citizens rather than "dominate" them	6/5/2020 3:34 PM
616	Ability to foster a rational environment where citizens are protected and served. Not a combative, pseudo military one.	6/5/2020 3:34 PM
617	Mandatory learning of tribal history, racial history, Oregon's racist history, American history of systemic racism, police brutality, the history of POC valid distrust police and government. The learning of privilege and power and micro aggressions. Mental health issues, addiction, housing, education, environmental are all impacted by racist systems and structures that disproportionately impact our communities of color. Your job is to dismantle racism in the policing and criminal justice system period. If you are not doing that then you are not doing your job. Question all of your policies with an Antiracist lens. Change policies and laws. Support to Change the laws to hold police accountable for their actions, murder is murder. If you are a racist do not apply. If you say I'm not a racist, do Not apply. If you are anti racist, please apply!!!	6/5/2020 3:33 PM
618	more community engagement events	6/5/2020 3:31 PM
619	Fair and just and honest. Not importantly accountable	6/5/2020 3:22 PM

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620	Think about how the city helps make salem a better place for all of its members, which often have different needs. Read books and research about policing and what true community betterment looks like and requires.	6/5/2020 3:14 PM
621	The Chief of Police should be bilingual and should approach hiring new officers by looking for people who are also bilingual.	6/5/2020 3:09 PM
622	Look at the candidates history to determine any history of racism, sexism, homophobia, etc and take any issues that you find seriously. People are dying because people in power hold these beliefs and this is an opportunity to make a difference	6/5/2020 3:07 PM
623	No	6/5/2020 3:01 PM
624	Maintain focus on patrol staffing/officers on the street. The backbone on a well functioning department. Often patrol numbers are quick to be reduced in favor of specialty assignments.	6/5/2020 3:00 PM
625	New building and flash in the pan programs are nice. However the real need is sustained leadership at all ranks. A Chief who can bring together represented employees (rank and file), line supervisors and commanding officers and can instill pride, problem-solving, transparency, diversity and cultural change is what's needed right now and into the future.	6/5/2020 3:00 PM
626	Less safe mostly because of the rioters	6/5/2020 2:58 PM
627	Extensive background checks and mental evaluations	6/5/2020 2:57 PM
628	Poc	6/5/2020 2:55 PM
629	They should be actively seeking ways to reduce use of force.	6/5/2020 2:50 PM
630	Officers needed to be treated the same as any other individual. Don't put them on a pedestal because they are an officer	6/5/2020 2:38 PM
631	More reliance on mental health professionals to engage with citizens whenever the situation calls for social worker intervention.	6/5/2020 2:37 PM
632	Background in EDI. Equity, Diversity, and Inclusion.	6/5/2020 2:36 PM
633	Do you not realize how much more UNSAFE you make life for residents AND POLICE when the police shows they have no integrity?	6/5/2020 2:33 PM
634	Plan for dealing with the homeless population	6/5/2020 2:24 PM
635	It would be preferable that the next Chief have an extensive background of living and working in Salem. We are unique as a medium sized City with a State Capitol.	6/5/2020 2:13 PM
636	That he fire racist officers and do good press releases	6/5/2020 2:03 PM
637	Go into communities of color within the City of Salem and ask what they would want out of a police chief. Don't just use an online survey	6/5/2020 2:02 PM
638	No racists	6/5/2020 2:02 PM
639	No	6/5/2020 2:00 PM
640	Hire a minority police chief	6/5/2020 1:59 PM
641	Does believe in community policing and demilitarizing police. I think it starts with the training in a police academy and then ends up being reinforced by fellow officers or chiefs. Assign police to youth programs, community programs like helping feed homeless, walking neighborhood beats, coaching at youth clubs etc. Make it their work toi.	6/5/2020 1:47 PM
642	Defund the police. Suspend Salem Police Chief Jerry Moore for his blatantly racist policies and inability to lead with compassion.	6/5/2020 1:42 PM
643	People WANT to trust. We're begging for trustworthy leadership, and we'll give trust, and forgiveness -- to those who don't betray it. Once you lose it, it's extremely tough to get it back. We don't need you to agree with us all the time. We do need you to be authentic and deliver humanitarian, effective, and constructive policing. There are lots of methods out there, so stay ready and willing to learn. Yes, you might lose some officers, but you also might gain some great ones in their place. Don't you want to work in a great team in a great city? I know I do. It can be a reality. Times are changing, and we can change with them. You have my support.	6/5/2020 1:42 PM

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644	Choose someone not beholden to political or ideological sides or persuasions.	6/5/2020 1:35 PM
645	Diversity. Record of integrity. Commitment to making systemic changes	6/5/2020 1:26 PM
646	A wealth of experiences,similar town size experience,good communicator.	6/5/2020 1:23 PM
647	a candidate who can relate to all it's residents.	6/5/2020 1:23 PM
648	Strong and successful background in dealing with the homeless population.	6/5/2020 1:22 PM
649	a human being with proper understanding that all humans are the same	6/5/2020 1:21 PM
650	Someone who does not overlook the transgressions of white males, such as speeding, parking extra long pick up trucks that extend into the traffic lane, etc. of course other people do these things and many white males most certainly do not. But I always have a feeling that some police officers fall into the white males protecting white males category. It is dangerous to generalize, but this is my gut feeling	6/5/2020 1:20 PM
651	Hire a person of color with integrity	6/5/2020 1:15 PM
652	Upkes and Van Meter are absolutely great guys but a fresh outside perspective may really benefit the department and move it forward.	6/5/2020 1:12 PM
653	If they won't say, "Black Lives Matter", then they cannot be trusted in a position of power where they can hurt people of color. It is irresponsible.	6/5/2020 1:08 PM
654	Do not be overly susceptible to city council influence! The person should able to adapt to ever changing situations, overcome negative attitudes, and a solid decision maker even under pressure.	6/5/2020 1:06 PM
655	Answered this already....honestly.	6/5/2020 1:06 PM
656	Training is very important and accountability. The Chief should listed to both his employees and the public and make it work.	6/5/2020 1:01 PM
657	Homeless outreach, compassionate	6/5/2020 12:58 PM
658	The way to build relationships is not to remove police from schools and community events, but to make sure the community knows the police will work with them. Homelessness is a problem that needs to be addressed, and services with no accountability will never bring about improvements. When I was young, one couldn't just loiter in front of businesses, not sure why that is no longer the case.	6/5/2020 12:56 PM
659	Pay attention to their responses to these protests. Anyone will to use CS gas while there is a respiratory virus pandemic is completely unjust. One of my friends was shot in the face with a rubber bullet and another got beaten by one of your men for trying to give aid to the people you gassed. A real chief would not see this behavior as appropriate.	6/5/2020 12:49 PM
660	See above	6/5/2020 12:47 PM
661	It should go without saying, but the reason I feel like the safety of Salem, the city where I live, has diminished, is largely due to recent events. The true character of law enforcement is displayed in times of crisis. Recent events have proven that the character of our local Police force is a complete disappointment. I am not left with a sense of protection after seeing the way Police have interacted with citizens of Salem amidst recent events, especially regarding actions towards peaceful protesters. The City should consider selecting someone who actually cares to use their role to empower citizens instead of wrongfully punishing them for speaking out against injustice.	6/5/2020 12:47 PM
662	How to combat the irresponsible gun culture of groups like Proud Boys	6/5/2020 12:45 PM
663	Someone whose goal is to represent and protect the community. It is tragic that this is something that has to be requested from the Chief of Police, but clearly, the current actions of the Salem Police show that this is no longer a priority, but possibly never has been.	6/5/2020 12:44 PM
664	When making decisions: collaborative with other professionals to get a systems understanding of the problem/change. Include spiritual professionals, food bank, mental health,-non-main/conventional leaders/people who inspire.	6/5/2020 12:43 PM
665	Understand our community has a higher than average number of citizens with mental illness due to the state hospital and it's storied past.	6/5/2020 12:32 PM

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666	Level headed- right now especially things are tense. Need someone who thinks deeply before speaking	6/5/2020 12:30 PM
667	I would like to see a chief that is from a minority group - so not a white male	6/5/2020 12:30 PM
668	I hope the next chief listens to all citizens, all genders, all races. I fear the Salem police only care about the white men that carry their weapons out in the public now.	6/5/2020 12:23 PM
669	A minority and/or a female Chief would be great, especially considering the overall makeup of Salem government officials and police.	6/5/2020 12:17 PM
670	I feel Salem is less safe ONLY due to recent police and City Manager actions. We observed clear bias in favor of armed white supremacist "counter-protesters". We saw Salem PD use excessive, militarized actions against protesters of police brutality. We had a City Manager-issued retroactive curfew enforced only on generally peaceful protesters of police brutality and racism. This behavior is shameful. Chief of police and officers should live and be engaged in the communities (plural; Salem has many communities, not just the upper middle class white neighborhoods) they serve.	6/5/2020 12:15 PM
671	POC	6/5/2020 12:13 PM
672	Consider hiring a qualified candidate from a community of color, as they will be able to engage more authentically and with greater empathy than a White person.	6/5/2020 12:08 PM
673	Get someone who will stand up to the city council and do what needs to be done.	6/5/2020 12:03 PM
674	Demilitarized the police force	6/5/2020 11:59 AM
675	Do the exact opposite of your hiring that you did with your current racist chief. Also dont use the same ignorant people on your selection committee. History shows their judgements are terrible	6/5/2020 11:57 AM
676	someone who takes responsibility, unlike the current chief of police	6/5/2020 11:55 AM
677	Someone who isn't racist	6/5/2020 11:47 AM
678	Please listen to the community and this survey. Don't let the themes and messages fall on deaf ears.	6/5/2020 11:42 AM
679	Did I mention the new police chief should be big on training?	6/5/2020 11:34 AM
680	PLEASE ensure there develop a very strong connection to Willamette University's community. Many students do not feel safe with police officers on the campus and that is something that sincerely needs to change.	6/5/2020 11:29 AM
681	You are not military. Do not think military. Do not think force of arms.	6/5/2020 11:25 AM
682	Currently I'm afraid of the police in Salem and their brutal treatment of protesters. I said that I feel less safe in Salem than I did a year ago and that's not because I feel that there is more crime but because I'm afraid of the police now. Pick a police chief that will reform the system not add to the brutality.	6/5/2020 11:15 AM
683	have the guts and or balls to go after politicians who would and do not abide by their oaths of office.	6/5/2020 11:10 AM
684	Hire a women or a POC. White men have continued to fail us.	6/5/2020 11:09 AM
685	His racist past	6/5/2020 11:02 AM
686	Hire a decent human whom values all people and enforces officer integrity, accountability, and has no tolerance for police harrassing and abusing citizens.	6/5/2020 11:01 AM
687	Try to attract outside hires, who can bring different point of views to diversify the community	6/5/2020 11:00 AM
688	Use MMPI to screen candidates for personality traits and share results of person hired with the community.	6/5/2020 10:57 AM
689	Vet to ensure no past problems with abuse of authority.	6/5/2020 10:55 AM
690	Working to reduce policing of homeless individuals and instead get service/other help involved. Continue to suppress meth distribution	6/5/2020 10:54 AM
691	Count Chocula would be better than who you have now	6/5/2020 10:54 AM

Chief of Police Survey for the City of Salem

692	Someone who stands for reform, equality and inclusion.	6/5/2020 10:54 AM
693	Not gung-ho	6/5/2020 10:52 AM
694	Please hire somebody who is not a white man. Diversity has to include the top. Give this position to someone with less privilege	6/5/2020 10:51 AM
695	Race relations	6/5/2020 10:50 AM
696	A family member was being targeted with property crimes (broken window, blood poured on porch, slashed tire) because he is black. After making a report, SPD barely investigated and when race was suggested as a factor, the officer said, quote, "I don't even want to go there." This is a serious mishandling of a major public safety issue.	6/5/2020 10:49 AM
697	I hope they are on board with demilitarizing police, and reducing police tasks. How much do we need the police? https://www.npr.org/sections/codeswitch/2020/06/03/457251670/how-much-do-we-need-the-police?fbclid=IwAR3T8_hpirPuPt47T5BhqIkll1adqpyCn5PQHzb8HipgzGyBthN5j5ZjCmU	6/5/2020 10:47 AM
698	Make sure he/she is not a white supremacist.	6/5/2020 10:47 AM
699	Track record with dealing with solving homeless issues would be amazing.	6/5/2020 10:46 AM
700	Lawful and peaceful efforts to address the homeless situation and increased vandalism and theft in downtown Salem	6/5/2020 10:45 AM
701	Look at the cahoots program in Eugene. Salem should have a similar response team.	6/5/2020 10:43 AM
702	It will be tough to beat Chief Moore	6/5/2020 10:35 AM
703	Select a progressive Person of color to fill the role and start healing divides in this community	6/5/2020 10:35 AM
704	Their personal biases and their history of how they deal with crime through use of force. I want someone who has never had a blemish on their record, who is preferably of color, and who supports limiting the police budget. Also someone who wants to make becoming a police one of the hardest things to do so people who are actually good at their job get to become officers.	6/5/2020 10:33 AM
705	Don't pick a white supremacist. Pick a constitutionalist. Or maybe just not a white guy if ur too lazy to do the work of being anti racist anti fascist	6/5/2020 10:30 AM
706	SAA Hold that pos accountable	6/5/2020 10:30 AM
707	Do not hire another person with connections to white supremacist groups	6/5/2020 10:29 AM
708	Make it a POC. Do you need a Rooney rule too?	6/5/2020 10:18 AM
709	It's important to include minorities, women, and people of color. If possible, I would like to avoid having a white man in this position.	6/5/2020 10:16 AM
710	DOESN'T SUCK PROUDBOY [Expletive]	6/5/2020 10:12 AM
711	Consider hiring someone who isn't a racist bigot	6/5/2020 10:12 AM
712	Promote from within	6/5/2020 10:08 AM
713	You should remember that the current police chief plays favorites and protects right wing extremists and tear gasses peaceful protests and puts us under curfew to silence our voices	6/5/2020 10:07 AM
714	"Protect and Serve" not "Subdue and Capture"	6/5/2020 10:06 AM
715	Make sure you don't hire neonazis	6/5/2020 10:03 AM
716	Yeah, stop putting racists or those who are too cowardly to challenge it in power!	6/5/2020 10:03 AM
717	Do not select someone whose first reaction to protesters is to criminalize them	6/5/2020 10:00 AM
718	Just that integrity and unbiased approach to issues are critical.	6/5/2020 9:57 AM
719	same as before	6/5/2020 9:47 AM
720	Not a racist-supporting scumbag.	6/5/2020 9:47 AM
721	Find a police officer who is going to work for the betterment of Salem and all of its residents,	6/5/2020 9:46 AM

Chief of Police Survey for the City of Salem

	instead of working to maintain white supremacy.	
722	We need a chief of police who is accountable to the residents of this city, who will not protect officers over citizens.	6/5/2020 9:29 AM
723	The BLM movement is gaining momentum, we need a Chief of Police that integrates the demands of police reform especially for BIPOC! Someone who holds them and their team accountable when excessive force, lethal force is used unjustly.	6/5/2020 9:21 AM
724	DEFUND THE POLICE.	6/5/2020 9:11 AM
725	Given the current culture of fear and mistrust in Salem right now, the hiring of a new police chief takes on added urgency to "get it right". This is not a time to bend to the demands of the mob - Salem PD and the chief serve the citizens of Salem and they must do so with the rule of law in mind, fairness and objectivity, and above all integrity and a commitment to equal justice for all - not social justice.	6/5/2020 9:03 AM
726	I feel less safe because saldmd PD use teargas on protestors. This is a war crime, those officers are criminals.	6/5/2020 9:02 AM
727	A past of demonstrating communication instead of violence. Focus on removing problem causers from the force, and building trust and credibility in the police department and community.	6/5/2020 8:59 AM
728	Past experience being a police officer preferred	6/5/2020 8:57 AM
729	No	6/5/2020 8:49 AM
730	We need a sit lie ordinance.	6/5/2020 8:47 AM
731	It's important that the new chief be a forward thinker. Hopefully times are changing, and we need someone who can embrace that change.	6/5/2020 8:43 AM
732	We need someone who is progressive and seeks out ways to be a part of the solution versus wanting people to seek them out.	6/5/2020 8:41 AM
733	Defund the entire department. Start over. Policing doesn't work. You are nothing but racist white supremacists that WANT AND BEG to brutalize and hurt people.	6/5/2020 8:40 AM
734	Seriously take consideration to selecting a chief who is either BIPOC or a member of the LGBTQ+_ community.	6/5/2020 8:34 AM
735	The increase in housing development/people in suburban areas and resulting congestion and crimes.	6/5/2020 8:29 AM
736	No.	6/5/2020 8:24 AM
737	Excellent communicator, To look into the most effective way of policing to help the community trust police, Integrity should be held to a high standard, and I feel again that complaints against police officers should be public record.	6/5/2020 8:24 AM
738	understands how to work with the public so everyone is safe and happy	6/5/2020 8:21 AM
739	Community engagement	6/5/2020 7:53 AM
740	Pick someone who's actually going to do their job properly with attacking the people get are supposed to be protecting.	6/5/2020 7:51 AM
741	I feel less safe because of the militarized forces walking the streets.	6/5/2020 7:51 AM
742	Experience in a diverse community. Not homegrown.	6/5/2020 7:50 AM
743	Consider defending the police department and spending the money on something that's actually useful.	6/5/2020 7:47 AM
744	don't https://twitter.com/Satellit3Heart/status/1268863536299675648	6/5/2020 7:42 AM
745	Respecting the constitutional rights of the citizens	6/5/2020 7:41 AM
746	Don't be like Portland.	6/5/2020 7:36 AM
747	Someone who will hold criminal officers accountable is what this city really needs. I left because	6/5/2020 7:35 AM

Chief of Police Survey for the City of Salem

I don't have any hope, but would love to return.

748	If the department has police officers who are still working but shouldn't be, please makes sure you have options to fire/punish them BEFORE they commit a crime or harm someone due to their inability to do their job appropriately	6/5/2020 7:33 AM
749	Make sure he/she is not a racist.	6/5/2020 7:18 AM
750	diversity	6/5/2020 7:07 AM
751	Transparency and local.	6/5/2020 6:50 AM
752	How can the next Chief improve community relations, particularly with communities of color and Salemites experiencing homelessness.	6/5/2020 6:43 AM
753	Adding diversity and transparency to the police department is important in helping heal our communities wounds.	6/5/2020 6:33 AM
754	This person needs to be willing to fire bad cops and commit to hiring cops willing to take a stand against racism and fascism	6/5/2020 6:27 AM
755	Ask them what they would do if they found out one of their officers used excessive force or racially profiled. What would they do? Would they let it go or would they address that problem head on, as is their duty?	6/5/2020 6:16 AM
756	Make sure they don't side with NBC white supremacy.	6/5/2020 5:37 AM
757	Someone worthy of respect through their actions not just words, a speech can only get you so far especially when it's not backed by the proper actions.	6/5/2020 5:08 AM
758	It's important that they are educated on what's going on in the world. The true meaning behind the BLM movement is a must. The Black community is wholly fed up with the mistreatment of Black citizens and also Systemic Rasicism.	6/5/2020 4:45 AM
759	no	6/5/2020 4:03 AM
760	Someone who will abolish the police.	6/5/2020 3:31 AM
761	Choose someone with compassion	6/5/2020 3:21 AM
762	Has to be someone whose character is top notch. Honest, ethical, moral and compassionate	6/5/2020 3:20 AM
763	Extensive background check to make sure they are free of racial biases, racism, homophobia, transphobia, xenophobia, that they are inclusive and can be peace makers instead of using a team with deadly force.	6/5/2020 2:25 AM
764	Please select someone who believes in closing the gap between our communities and police.	6/5/2020 1:58 AM
765	Effectiveness to lead unbiasedly, to hold his/her staff accountable, make sure all staff is properly trained!	6/5/2020 1:43 AM
766	Someone who will hold his own officers accountable for their actions.	6/5/2020 12:42 AM
767	They should reach out to communities of color and the downtown community to build constructive relationships.	6/5/2020 12:28 AM
768	It should be someone that has called out other officers in the past for things.	6/5/2020 12:16 AM
769	The decision made today will affect the outcome of the next public demonstration. Be very careful	6/5/2020 12:06 AM
770	Anyone with previous incidents of misconduct should be disqualified. The community is not in a place to accept that and it will risk further unrest.	6/4/2020 11:37 PM
771	Someone completely new with no previous experience who is open minded and able to weed out those who do not do their job with integrity.	6/4/2020 11:34 PM
772	You need a chief that works that works to reduce the role of the police department and elevates social services.	6/4/2020 11:33 PM
773	Maybe not a racist piece of [Expletive]??	6/4/2020 11:31 PM
774	Getting the input of the officers themselves should be a high priority.	6/4/2020 11:31 PM

Chief of Police Survey for the City of Salem

775	Working with city hall for solutions and support for the unsheltered and working with business and neighborhoods on prevention actions	6/4/2020 11:27 PM
776	Look at yourself first before casting the first stone.	6/4/2020 11:25 PM
777	NA	6/4/2020 11:25 PM
778	Someone who has racial bias training, de-escalation training, who doesn't uphold white supremacy	6/4/2020 11:23 PM
779	Antiracism, equity, and respect for all citizens. A recognition that a badge is an honor, a privilege and a commitment to service. Strong leadership that does not tolerate excessive force or heavy-handed tactics. Someone who listens to the needs of the community and creates a culture of respect, not fear of the citizens among the police force.	6/4/2020 10:55 PM
780	More community patrolling. Perhaps bike police or even on foot. High touch, transparent.	6/4/2020 10:54 PM
781	Someone who is well travelled and understanding of human rights	6/4/2020 10:51 PM
782	Decrease funding to the Police Department and increase funding to professions such as social workers in order to decrease the need of the Police Department.	6/4/2020 10:46 PM
783	Well respected by other officers, so they will follow him/her, & good record of fair & equitable policing.	6/4/2020 10:43 PM
784	BLACK LIVES MATTER. NO JUSTICE, NO PEACE.	6/4/2020 10:33 PM
785	a leader who tries to bring people together	6/4/2020 10:33 PM
786	A family member of mine was arrested during a mental health crisis and is now in prison. We need to stop sending the poor, homeless, mentally ill and drug addicted to prison. Please find other ways to solve problems. A person should not be defined by a crisis of a moment in time. The police report is the main source to reference while convicting someone of a crime. How this is written is of extreme importance. Depending on how the police report is written, a person can get help for a crisis or spend years in prison.	6/4/2020 10:33 PM
787	None.	6/4/2020 10:33 PM
788	The selection committee should consider the thoughts and feelings of the previous line troops toward the candidate over the community groups and special interest groups. The troops know the candidate and his/her style of leadership better than anyone. Resist the pressures of political correctness. Selection should be based on performance and personal relationships with the people the chief leads.	6/4/2020 10:32 PM
789	No	6/4/2020 10:28 PM
790	Experience, diversity training, unafraid to do the RIGHT thing, not the popular thing. HOLD THE POLICE ACCOUNTABLE. You are not above the law or human decency.	6/4/2020 10:23 PM
791	This person should have their past record analyzed for patterns of consistent improvements to benefit the community over time. Not just making moves to advance their career.	6/4/2020 10:21 PM
792	Strong stance on forcing the HOMELESS to abide by all laws. Currently, they are given a "pass" all the time for breaking the law.	6/4/2020 10:20 PM
793	Diversity!! We want a black police chief!	6/4/2020 10:18 PM
794	Someone of color or has been heavily exposed to people of color	6/4/2020 10:17 PM
795	In addition to integrity, he/she should really care about people, about our community.	6/4/2020 10:15 PM
796	It should be a minority	6/4/2020 10:14 PM
797	Someone that Lives in Salem (not a commuter) so they will truly care about their city. Has an inclusive view. A person not afraid to cut bad cops from their ranks.	6/4/2020 10:14 PM
798	The City should consider the Interests of citizens over the personal and professional benefits of favorable "community relationships."	6/4/2020 10:10 PM
799	MUST enforce and hold officers accountable for any misconduct. Must address racial profiling, bias and have a focus of community development and engagement not purely enforcement.	6/4/2020 9:52 PM

Chief of Police Survey for the City of Salem

800	The new chief needs to be like Chief Moore.	6/4/2020 9:46 PM
801	Strengthen mindfulness in difficult situations.	6/4/2020 9:37 PM
802	Someone who is progressive in their ideas in safe and effective policing tactics that have been proven through hard data	6/4/2020 9:37 PM
803	Select a humble public servant who is a mirror of the community that they serve. Select someone who isn't afraid to think outside the box, and jump in to grapple with the problems we face today.	6/4/2020 9:36 PM
804	This is a difficult task, please choose wisely.	6/4/2020 9:34 PM
805	Someone who will prioritize diversity training and deescalation tactics.	6/4/2020 9:34 PM
806	Consider more training. Seniority means nothing	6/4/2020 9:29 PM
807	Someone who will tackle the homeless issue with a program that gets them off the streets or out of town	6/4/2020 9:27 PM
808	No	6/4/2020 9:24 PM
809	I see hope a qualified applicant is hired, not just minority to appease the recent rioters and protesters.	6/4/2020 9:18 PM
810	Dont be a totalitarian [Expletive].	6/4/2020 9:16 PM
811	Willingness to stand up to officers who discriminate or break laws.	6/4/2020 9:12 PM
812	Fix the corruption in the system	6/4/2020 9:11 PM
813	Deescalation and coaching experience. Being able to coach staff in deescalation and other police matters.	6/4/2020 9:09 PM
814	Someone who is not too far removed from being a patrol officer. When people promote and get away from what the front liners do, they forget the stress, urgency, and sacrifice they once made.	6/4/2020 9:06 PM
815	Fire officers that don't follow protocols	6/4/2020 8:58 PM
816	We need leadership that will do the right thing not the political thing and maintain law and order.	6/4/2020 8:46 PM
817	Nope. You know we need change.	6/4/2020 8:46 PM
818	The homeless problem in Salem has gotten so bad and has only been amplified by a surge in methamphetamine use. We need someone willing to tackle this problem.	6/4/2020 8:44 PM
819	No kills, critical thinking,	6/4/2020 8:42 PM
820	Their political affiliations can indicate their true thoughts and feelings on minorities, POC, LGBTQIA+, undocumented non-citizens, and women.	6/4/2020 8:38 PM
821	See question two	6/4/2020 8:33 PM
822	Someone who is committed to being accountable to the community.	6/4/2020 8:27 PM
823	Transparency- get rid of corruption- don't be a puppet for the politicians	6/4/2020 8:27 PM
824	Someone ready to put the work in and listen to the community	6/4/2020 8:15 PM
825	The next Chief has to be verbal. They have to set the tone. Leadership needs to diversify. Leadership should reflect the members of their community. Appoint a person of color to be the next Chief of police.	6/4/2020 8:06 PM
826	We cannot continue to receive the services we are receiving in this community with the call load amount and the amount of officers we have. The per capita of officers to citizens is shameful. If the city does not consider adding more officers so that we are not doing more with less and focusing more on Oscar Wellness then the things that are happening throughout the country are going to find itself occurring in Salem.	6/4/2020 7:56 PM
827	A woman of color would be ideal. But again, I am hoping for someone who is progressive, committed to non-violence, is willing to think out of the box and be creative. I am looking for someone I know cares about us.	6/4/2020 7:49 PM

Chief of Police Survey for the City of Salem

828	No	6/4/2020 7:39 PM
829	The Chief of Police should be outspoken about their ethical duty to put the lives of residents first. They should be outspoken that police across this nation have taken the lives of hundreds of people of color without cause and publicly acknowledge that that is unacceptable. The Chief of Police must have a plan for how he/she will empower the people to police the police .	6/4/2020 7:37 PM
830	Consider thoroughly screening and vetting the person to ensure there are no issue.	6/4/2020 7:37 PM
831	Someone from Salem or surrounding areas. That's in tune with the community and the people in it.	6/4/2020 7:37 PM
832	Please pick someone that has the trust of all the community - not just one sector.	6/4/2020 7:35 PM
833	Someone who can expand the number of police officers	6/4/2020 7:32 PM
834	Someone who can communicate with the officers and the mayor	6/4/2020 7:31 PM
835	Would like someone personable but a strong leader that the officers will respect	6/4/2020 7:31 PM
836	No	6/4/2020 7:30 PM
837	Look internally first. Just look how good Jerry Moore has been.	6/4/2020 7:27 PM
838	Conflict management skills should be employed. Don't use flash bangs on protesters.	6/4/2020 7:26 PM
839	It simply cannot be a white male. The best person to lead us out of this mess is a person of color.	6/4/2020 7:23 PM
840	No	6/4/2020 7:20 PM
841	Community outreach	6/4/2020 7:13 PM
842	Someone who will actually come up with solutions to the rising crime issues	6/4/2020 7:13 PM
843	N/a	6/4/2020 7:05 PM
844	Track record.	6/4/2020 7:03 PM
845	Commit to zero police killings of unarmed civilians. Zero.	6/4/2020 7:00 PM
846	Do NOT pick a minority for the sake of picking one. Choose someone qualified for the job.	6/4/2020 6:54 PM
847	No racist.	6/4/2020 6:51 PM
848	Perhaps a white male wouldn't be the best choice right now? I generally feel people should be chosen for their merits but especially now, it would be really good to diversify, and there are plenty of qualified people of color.	6/4/2020 6:50 PM
849	With current times, the least you could do is hire someone with no abuse of power complaints.	6/4/2020 6:47 PM
850	no	6/4/2020 6:47 PM
851	Regular community engagement- town halls, surveys, regularly.	6/4/2020 6:46 PM
852	Everybody needs to feel safe. All members of our community need to feel they are able to report issues and have them responded to, to speak their mind freely, and to see the police as members of the community and allies. This will not be an easy job and it will take a lot of time	6/4/2020 6:46 PM
853	Consider people of color for positions of leadership and power. Support them and actively seek out anti-racist people for leadership.	6/4/2020 6:44 PM
854	Having a strong anti-racist framework in every aspect of their work, every day.	6/4/2020 6:40 PM
855	Fear of walking in some areas of downtown because of the number of homeless camping on some blocks. Makes me stay away	6/4/2020 6:39 PM
856	We need to ask the chief tough questions, it is important to know where they stand with racism	6/4/2020 6:38 PM
857	Perform a full investigation by a third-party investigator into whether Salem PD has overly targeted minority communities	6/4/2020 6:38 PM
858	Believe victims!	6/4/2020 6:30 PM

Chief of Police Survey for the City of Salem

859	The City should not select someone who exhibits any sign of misogyny or racism. I wish that was a given, but unfortunately it is not. I personally would prefer someone who is younger, has a proven track record of protecting the marginalized instead of targeting them, and is inarguably fair and just.	6/4/2020 6:29 PM
860	Just know the entire city will be watching. Your citizens are more terrified of the police than they are of rioters. Get someone in that can change that.	6/4/2020 6:26 PM
861	Enforce the curfew! The commie protesters must be held accountable! Do not harass private citizens exercising their 2nd amendment fidget defending their businesses! Arrest all protesters, or don't bother enacting curfews.	6/4/2020 6:20 PM
862	A willingness to compassionately seek and provide resources for those who they come in contact with (For example: the homeless)	6/4/2020 6:12 PM
863	Not white (I'm white) add diversity	6/4/2020 6:10 PM
864	Promote from within the department	6/4/2020 6:08 PM
865	Not at this time	6/4/2020 6:05 PM
866	If Salem has a in-house candidate such as Deputy Chief interested in this position would be great to keep the same vision and grow our own that has passion for this city they live in.	6/4/2020 6:04 PM
867	Pay attention to the absolute FACT that there are racists in Salem. We must not turn away from that. It is obvious to the people of this town who are effected by it daily. I worked in bars in Salem for a few years and was appalled at the brazen behavior of my neighbors. They are racist because that is allowed. We must tell them that we don't tolerate this behavior and then follow through with action. Also I want them to be black. There is not enough representation in this community. If you think it is unfair to choose a chief based on the color of their skin, I agree. I say to that we have been putting white people in power for that exact reason for centuries and it's going to be ok if we start giving positions to people of color.	6/4/2020 5:56 PM
868	Salem has done well at preventing major amounts of crime during riots, find a way to effectively involve business owners and qualified security individuals as part of the solution.	6/4/2020 5:55 PM
869	Someone willing to listen to the community. Someone willing to lead AGAINST excessive force and brutality. Someone who won't look the other way on one group while gassing and shooting rubber bullets at another.	6/4/2020 5:52 PM
870	When considering the next Chief of Police the committee should look at his/her record on law enforcement in following the law and being able to decrees crime.	6/4/2020 5:51 PM
871	Definitely consider someone bilingual	6/4/2020 5:50 PM
872	N/A	6/4/2020 5:49 PM
873	Vet him completely. Zero misconduct. Make sure he has diversity training. Consider a POC BEFORE his white counterpart. Do your due diligence.	6/4/2020 5:42 PM
874	Back to question #3, those are all good qualities for a Police Chief, hard to pick just three of them. Thank you and best wishes on your process	6/4/2020 5:41 PM
875	Being a local citizen of the people who knows salem	6/4/2020 5:25 PM
876	No.	6/4/2020 5:24 PM
877	I hope the department will strongly consider POC and female candidates.	6/4/2020 5:17 PM
878	More property crimes are happening	6/4/2020 5:12 PM
879	Strong consideration from outside. Frontline officers have lost faith in command staff	6/4/2020 5:10 PM
880	The effort to actually make changes that make a difference.	6/4/2020 5:07 PM
881	Enforcement of laws, city ordinances, and not let the city council, city manager, and the non-profits run the city regarding the above.	6/4/2020 5:01 PM
882	At the end of the day, the bridge between the police officers and many communities in Salem has burnt for many years. Select someone who is willing to put in the work of increasing education of police officers across the board, who's willing to engage with community leaders and youth activists, who's willing to accept the criticisms the community, who understands why	6/4/2020 5:00 PM

Chief of Police Survey for the City of Salem

the bridge has been burnt so long, who understands the history of marginalized people being brutalized by police officers and how it plays a role in many of our distrust.

883	The people of the city's opinions	6/4/2020 4:57 PM
884	Input from present deputy chiefs.	6/4/2020 4:54 PM
885	Making sure they don't have any racist affiliations or complaints	6/4/2020 4:49 PM
886	Willing to stand up for community and communicate what police force need to better take care of community. Not just sit behind a desk and have no idea what officers deal with on a daily basis	6/4/2020 4:43 PM
887	Knowledge of and experience with the Salem community; prioritization of BIPOC candidates	6/4/2020 4:43 PM
888	No	6/4/2020 4:42 PM
889	I feel less safe in light of this week's events. While civilian men were armed and playing "militia" downtown, creating an intimidating and threatening atmosphere, police were instead focused on unarmed groups of peaceful social activists. SPD even gave this group of armed persons tips so that they could maintain their downtown presence without legal ramifications.	6/4/2020 4:39 PM
890	Bilingual Spanish or American Sign Language	6/4/2020 4:34 PM
891	Integrity is most important. Doing what's right when no one is watching.	6/4/2020 4:28 PM
892	Willing to actually listen to the people rather than doing what's best for himself.	6/4/2020 4:26 PM
893	Not racist.	6/4/2020 4:20 PM
894	Someone who lives in ne salem	6/4/2020 4:17 PM
895	Look back on some of the past life choices of candidate.	6/4/2020 4:16 PM
896	No	6/4/2020 4:13 PM
897	N/A	6/4/2020 4:10 PM
898	The City should consider the qualifications of the next Chief of Police like education or community service experience.	6/4/2020 4:08 PM
899	A background in community activism	6/4/2020 4:01 PM
900	A larger focus on equal rights for minorities.	6/4/2020 3:59 PM
901	Find someone who has the best interest in the community. ALL communities.	6/4/2020 3:59 PM
902	They should be knowledgeable is the systemic and systematic racism in this country and be open to working to ending it and working to improve the lives of people of color. Also be anti-racist.	6/4/2020 3:57 PM
903	We need somebody who is able to trim down the police department and set up accountability. If I don't know about the actions and character of the police, I will not support them.	6/4/2020 3:56 PM
904	Someone who isn't going to kill black people hopefully/teargas innocent protesters	6/4/2020 3:50 PM
905	We are confident you will make the best choice for our community.	6/4/2020 3:49 PM
906	Fairness, diverse, open-minded, actually know what all of your officers that you oversee are doing. You are just as accountable for their actions	6/4/2020 3:48 PM
907	If the City of Salem really wants to make a step towards inclusivity, a minority hire would go a long way. There are plenty POC who are qualified, we don't need another white man.	6/4/2020 3:42 PM
908	none	6/4/2020 3:41 PM
909	No	6/4/2020 3:37 PM
910	(S)He should have zero complaints on his record.	6/4/2020 3:35 PM
911	no	6/4/2020 3:33 PM
912	Experience outside police work, namely community organizing, work with minority advocacy groups	6/4/2020 3:32 PM

Chief of Police Survey for the City of Salem

913	Honor integrity and just treatment of all	6/4/2020 3:31 PM
914	Keep up the good work. I would focus more on crime then speeding tickets.	6/4/2020 3:27 PM
915	Look for someone who is willing to kick lawless officers off the force and break the blue wall of silence.	6/4/2020 3:27 PM
916	Please look into their past, including social media.	6/4/2020 3:27 PM
917	Current events	6/4/2020 3:25 PM
918	They should be representative of our entire community, should have a track record of good faith within the community, and shouldn't have extracurricular affiliations that will affect decisions that pertain to the safety and enforcement of the entire city	6/4/2020 3:24 PM
919	Be like President Trump. Stand for what is right, just and best for the community	6/4/2020 3:24 PM
920	DIVERSITY	6/4/2020 3:23 PM
921	Love	6/4/2020 3:22 PM
922	Listen to all community groups. Use advice from best ones.	6/4/2020 3:22 PM
923	Don't focus on experience with policing and making cops happy. Focus on leadership, innovation, change management, integrity, and community connections.	6/4/2020 3:22 PM
924	Please consider that the role of law enforcement is to ENFORCE laws.	6/4/2020 3:21 PM
925	Demographics and transpland and how they change the community. And a realistic view of the city.	6/4/2020 3:13 PM
926	no	6/4/2020 3:11 PM
927	Police need to be community-centered, not publicity-centered. The homeless count as part of that community.	6/4/2020 3:10 PM
928	No	6/4/2020 3:09 PM
929	Proactive community policing focused on livability issues and life safety	6/4/2020 3:08 PM
930	Excellent experience and record of behavior.	6/4/2020 3:07 PM
931	Neutrality, no political biases, willing to address ongoing concerns to strengthen community, willing to handle police that are not willing to accept people of color	6/4/2020 3:00 PM
932	diversity awareness - if the hiring committee has no idea about this they need to hire a liaison or representative	6/4/2020 2:59 PM
933	No	6/4/2020 2:59 PM
934	.	6/4/2020 2:57 PM
935	No	6/4/2020 2:56 PM
936	#blacklivesmatter	6/4/2020 2:56 PM
937	No	6/4/2020 2:54 PM
938	There needs to be a change from "old school" thinking.	6/4/2020 2:53 PM
939	Someone who is actually for the people and not for political reasons.	6/4/2020 2:42 PM
940	History of smart, fair, honest, good hearted behavior.	6/4/2020 2:42 PM
941	no	6/4/2020 2:38 PM
942	Equity in policing every area of our city	6/4/2020 2:38 PM
943	Listen to underserved and minority communities!	6/4/2020 2:35 PM
944	Unfortunately, the next chief will need to not take everything he is told by the rank and file at face value. Overall we have a good police force, and an outstanding police chief, but we need to pay more attention to those with authoritarian tendencies and blinkered views who aren't equally respectful of all citizens. Going to miss Jerry Moore.	6/4/2020 2:32 PM

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945	Skilled communicator (does not mean politician-speak).	6/4/2020 2:28 PM
946	The next chief of police needs to have empathy and lots of training on racial injustice. Someone who has a plan to train and educate his officers properly without rushing to use of excessive force.	6/4/2020 2:25 PM
947	Building back trust in the community after allowing rifle toting protesters to continue protesting after curfew, while treating opposing peaceful protesters noticeably worse.	6/4/2020 2:22 PM
948	Someone from outside the current department/leadership structure.	6/4/2020 2:21 PM
949	Yes - - that it's Deputy Chief Skip Miller. Introducing someone from outside the department would be a huge mistake. Skip has all the qualities required along with the officers respect.	6/4/2020 2:21 PM
950	No	6/4/2020 2:20 PM
951	Consider the message you want to convey to our city. In previous years people might not have cared but right now a lot of people are watching you and seeing what you do. A lot of people are going to be mad no matter what you do but think about where you want to go in the future of this country and the future of this city	6/4/2020 2:20 PM
952	DEFUND THE POLICE.	6/4/2020 2:19 PM
953	Defund the police	6/4/2020 2:18 PM
954	Find someone willing to consider redirecting police resources to non police activities that will have the long term affect of reducing crime, such as creating a mental health response team that can assist with low risk mental health calls.	6/4/2020 2:15 PM
955	No I said a lot earlier i think it covered it.	6/4/2020 2:13 PM
956	Hire from outside the agency	6/4/2020 2:13 PM
957	Considering the blurring line between civilian police and military forces, what are available options of less lethal forces that don't include the usage of pepper spray/tear gas. Although the Chemical Weapons Convention (CWC) prohibits the use of tear gas and pepper spray in warfare, for domestic policing and related uses by state forces, these chemicals are allowed to be used on people and are labeled as "riot control agents." I have seen hundreds of disturbing videos by largely peaceful protesters being agitated by purposeful usage of these harmful substances and as an American citizen I simply seek to understand how this is effective in building up the reputation of police in this country.	6/4/2020 2:05 PM
958	No	6/4/2020 2:04 PM
959	Having a strong education in systemic racism, implicit bias, and equitable practices for vulnerable communities.	6/4/2020 2:01 PM
960	Ethics, health, stability.	6/4/2020 2:01 PM
961	Their history, character is shown through actions. A person's character is what will be tested during a pandemic, during a protest, during a riot. The Police Chief needs to lead by example, and a person who shares the values of our community will lead a Police Force for the community not against it.	6/4/2020 2:01 PM
962	No	6/4/2020 2:00 PM
963	ANTI RACIST- not just "not racist" but ACTIVELY ANTI RACIST	6/4/2020 2:00 PM
964	Hiring the right person for the job at hand. Not getting someone who checks the boxes to appease the media.	6/4/2020 1:58 PM
965	Someone who is perhaps a woman, or a person of color. Although with the current state of lack of diversity, it will be a white male in his mid forty's.	6/4/2020 1:58 PM
966	n/a	6/4/2020 1:56 PM
967	As a person who has had close and enduring relationships with ALL members of the department, I only request that a fair and impartial review of those men and women CURRENTLY serving in Salem be given 'first' priority. They all serve alongside Chief Moore and would possibly be the best fit moving forward.	6/4/2020 1:56 PM

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968	Whether the voices of the community are being heard.	6/4/2020 1:56 PM
969	Protect the constitution	6/4/2020 1:54 PM
970	Integrity and diversity	6/4/2020 1:51 PM
971	Getting rid of the homeless needs to be a priority	6/4/2020 1:51 PM
972	The deputy chief is skilled at giving platitudes without committing to better policing.	6/4/2020 1:49 PM
973	That he not belong to the police union	6/4/2020 1:47 PM
974	They should not be afraid to crack the whip. The community will support a leader who has zero tolerance for corruption. It shouldn't only be when corruption doesn't make the headlines. Accept that some officers abuse their powers. That is FACT. until they are handled appropriately, SPD won't have the communities unwavering respect.	6/4/2020 1:47 PM
975	This is a rapidly changing time with all the civil unrest, we have to stop the violence before it is fully implanted in our city.	6/4/2020 1:42 PM
976	Get rid of bad cops. No one likes a cop who appears solid on duty, but gets wasted nightly, drives drunk, and commits sex crimes.	6/4/2020 1:39 PM
977	No prior history of complaints when it comes to how they handle situations or for endangering someone when they could have used a different approach. Willing to listen to understand and not just to answer.	6/4/2020 1:38 PM
978	Most importantly integrity	6/4/2020 1:35 PM
979	Select a chief who is fair and lawful, with no penalties against them in the past, and has never been reported for using excessive force.	6/4/2020 1:34 PM
980	The city council should respect the person but not always agree with them	6/4/2020 1:33 PM
981	Will commit to working 10 years in Salem.	6/4/2020 1:32 PM
982	Social Media presence. We don't need another white man who said the N word on social media 10 years ago "... but now he's a really good guy". Gross.	6/4/2020 1:29 PM
983	No	6/4/2020 1:29 PM
984	The city should consider whether funds being directed to Salem police department can be appropriated to other organizations (or whether other organizations can be established) to reduce root causes of criminality.	6/4/2020 1:29 PM
985	No	6/4/2020 1:29 PM
986	No	6/4/2020 1:28 PM
987	Black Lives Matter	6/4/2020 1:27 PM
988	Jerry has done a wonderful job with our city and its challenges. Would like someone with his standards, if not better.	6/4/2020 1:26 PM
989	One that is proactive in involving the community to participate in Community Policing. The gap between law enforcement and the citizens needs to be narrowed.	6/4/2020 1:25 PM
990	N/A	6/4/2020 1:22 PM
991	Being more publicly involved	6/4/2020 1:18 PM
992	Look around at cities that have heavy-handed police response, and those who don't. And see how less policing is better for communities.	6/4/2020 1:16 PM
993	Hire the best candidate. I don't care if they look like 1% of the population, 15% of the population or 65% of the population. Hire the best candidate.	6/4/2020 1:15 PM
994	No	6/4/2020 1:08 PM
995	no	6/4/2020 1:05 PM
996	We need someone who looks at the whole community and treats them fairly. Who expects their officers and staff to do the same. This includes the homeless, mentally ill, developmentally	6/4/2020 1:05 PM

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disabled, minorities, etc. I can only imagine how hard this is, but it's important.

997	Diversity, someone willing to help build connections and trust in communities of color.	6/4/2020 1:05 PM
998	One that is open to holding officers accountable when they make mistakes. Continue with the positive culture that Chief Moore helped create. Expand the community engagement even further.	6/4/2020 1:04 PM
999	No	6/4/2020 1:04 PM
1000	no	6/4/2020 1:04 PM
1001	I think making sure to choose someone with an outstanding record of personal conduct and whose shown they make positive connections within the community already is important.	6/4/2020 1:01 PM
1002	that all of the citizens feel heard and safe	6/4/2020 12:59 PM
1003	There needs to be improved communication, and also more diversity among police leadership. Although the force is somewhat diverse, leadership is not, and is white/male.	6/4/2020 12:58 PM
1004	High moral integrity and cares about increasing staffing. Years of service isn't as important and quality of service.	6/4/2020 12:57 PM
1005	I think I stated it above. The intolerance of abuse of power to belittle and bear down on those they see as less powerful	6/4/2020 12:57 PM
1006	Minority And female candidates should be given priority	6/4/2020 12:55 PM
1007	Someone who will work to stop riots swiftly and forcefully	6/4/2020 12:52 PM
1008	N/A	6/4/2020 12:49 PM
1009	Reduction of gang violence	6/4/2020 12:46 PM
1010	Again...find someone whose priority is to implement the "8 Can't wait" to reduce lethal encounters with police and keep police accountable for their actions. Thank you	6/4/2020 12:29 PM
1011	Understanding the community. Truly understanding diversity. Being strong enough to hold their officers accountable for their actions. We NEED transparency. The cops are here to serve the community, not harass and bully its citizens. I have been harassed numerous times when I was obeying the laws and minding my own business. It is unacceptable for me to be treated differently because of the color of my skin.	6/4/2020 12:29 PM
1012	Military tactics don't make people safer.	6/4/2020 12:23 PM
1013	Find a person of color that has been involved in actively fighting for equality and communities of color. Find someone with the values of deescalation and justice.	6/4/2020 12:17 PM
1014	Consider ways that the presence of police in communities may be contributing to systemic issues.	6/4/2020 12:16 PM
1015	Supervisors and the chief should be held responsible whenever force is used. The next Chief of Police should make their top priority retraining the police force to ensure that no civilians are killed at their hands.	6/4/2020 11:59 AM
1016	I think we need someone who will study the most successful police departments in regard to keeping the public safe, racial equality, and public satisfaction	6/4/2020 11:46 AM
1017	No	6/4/2020 11:46 AM
1018	Please please please get a person of color or bilingual chief. Salem has a 20% Hispanic population that has probably increased since the last census. Help our voices be heard.	6/4/2020 11:38 AM
1019	Pick a not middle aged white man	6/4/2020 11:37 AM
1020	No	6/4/2020 11:35 AM
1021	Do not tolerate racism and right wing fascists to work on the force	6/4/2020 11:34 AM
1022	They must openly be supportive and take action on equality for all, favoring no group of people over another. They must take the time to connect with and listen to the community members.	6/4/2020 11:13 AM
1023	Salem Oregon should be a model for the rest of the country of peace and problem solving.	6/4/2020 11:10 AM

Chief of Police Survey for the City of Salem

1024	Select someone who advocates for divestment of funds for the police and understands the importance of allocating money to other resources that can better our community.	6/4/2020 10:59 AM
1025	I honestly feel female leadership is needed. Most of my negative police interactions have involved trying to get help for women in domestic abuse situations and the response by male police officers has been passive and best and enabling at it's worst.	6/4/2020 10:57 AM
1026	Solving community policing issues has to work hand in hand with city leadership. If the city let's lawlessness continue and direct police not to enforce laws, it won't make a difference. Laws have to be equally enforced, not just for some and ignored for others.	6/4/2020 10:50 AM
1027	We're at a crossroads in history. We can continue to ignore the experiences of colored people or we can make positive change in their lives while still respecting the role of police officers. Let's find ways to help police officers do their important jobs to keep the city safe while also providing training and support for De-escalation and other policies in a way that also keeps officers safe. Let's hold officers and staff accountable for any micro or macro aggressions that occur and change the culture. Police are our allies. They should be everyone's allies. A strong community calls for strong relationship.	6/4/2020 10:38 AM
1028	Our community is growing more diverse and our city leadership should reflect that. The police chief should be more than an administrator, they should be a leader toward a more just and fair policing system in our city. I want a chief who is anti gun. I want a police chief that will be "soft" on crime. I want the laws equally applied to everyone in my community!! No more soldier/cops!	6/4/2020 10:27 AM
1029	No	6/4/2020 10:22 AM
1030	Integery. Person of color. Commitment to hire more officers that represent the diversity of Salem.	6/4/2020 10:19 AM
1031	Think about the whole community.	6/4/2020 10:18 AM
1032	N/a	6/4/2020 10:03 AM
1033	I have never felt like Salem is not safe, and I lived in 'Felony Flats' for years. To that end, with the question above though I think over the last year City of Salem has been just as safe as it ever was I have become more disillusioned and disappointed in Salem PD as a whole.	6/4/2020 9:54 AM
1034	N/a	6/4/2020 9:50 AM
1035	I hope the next Chief of Police works to reform the department. Start in our community to show that we can make positive changes. Bring diversity training to our officers and revamp the system. Commit to more outreach to our youth, specifically those at risk.	6/4/2020 9:49 AM
1036	What is their track record in dealing with cops who have complaints against them? What about cops coming from police precincts with histories of racial bias and injustice. Will they insure that the Salem police officers are not sympathetic or involved in White supreme state organizations like the Proud Boys?	6/4/2020 9:47 AM
1037	Person of color, NO record of any complaints of police brutality	6/4/2020 9:27 AM
1038	Consider the cost of white supremacy on all of us, and keep it out of our police.	6/4/2020 9:21 AM
1039	Find someone committed to enforcing white color crime laws. Find someone who is willing to enforce rules against businesses instead of policing the most vulnerable people like poor and homeless people.	6/4/2020 9:03 AM
1040	Look into all candidates. Ask them how they have responded to individuals resisting arrest.	6/4/2020 9:00 AM
1041	Women and people of color may have a better intrinsic understanding of the importance of the equity issues at play.	6/4/2020 8:47 AM
1042	Some who knows and understands our community	6/4/2020 8:26 AM
1043	I hope they have a good support system at home. People who Will call them on their issues and hold them accountable.	6/4/2020 8:07 AM
1044	Please select someone with integrity. Who is not afraid to do the right thing even if it is unpopular. Someone who is not in it for power and will listen to their community.	6/4/2020 8:07 AM
1045	They must be willing to treat homeless/houseless people with equal respect as well.	6/4/2020 8:04 AM

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1046	Reduce funding for the police and move funding into social services. There needs to be more support for homeless people, people with mental health problems, and people with addiction problems.	6/4/2020 6:55 AM
1047	Someone that holds the whole department accountable for the " bad apples" that shouldn't have a badge in the first place. Oregon is amazing. Let's keep it that way.	6/3/2020 11:56 PM
1048	NA	6/3/2020 11:18 PM
1049	Someone who wants the force to an institution of support for all of our community. A resource for help not one seeking opportunity to punish.	6/3/2020 11:15 PM
1050	re: the next questions. Though I don't actually live in Salem I own a rental house there and it is my town for most everything.	6/3/2020 10:03 PM
1051	Community-oriented policing. Accountability for police officers. Greater restrictions on use of force.	6/3/2020 9:50 PM
1052	No	6/3/2020 9:37 PM
1053	The chief should be a person of color	6/3/2020 9:34 PM
1054	diversity training and training in acceptable methods of restraint and above all DEESCALATION TRAINING.	6/3/2020 9:22 PM
1055	N/a	6/3/2020 8:50 PM
1056	I would love if Salem PD had a searchable database for officer discipline, especially in cases where force was used.	6/3/2020 8:49 PM
1057	Diversity	6/3/2020 8:29 PM
1058	Don't hire one	6/3/2020 8:28 PM
1059	I believe that the Chief of Police should be a person of color.	6/3/2020 8:08 PM
1060	How will this individual handle Salem's prevalent homelessness issue? Is he/she committed to understanding and protecting our transient population while also keeping citizens safe and the keeping the town and parks viable?	6/3/2020 8:04 PM
1061	Well, maybe reforming the entire department.	6/3/2020 7:58 PM
1062	Not be popular but a law man	6/3/2020 7:48 PM
1063	no SJW BS! the law. no pandering to fringe groups the police are to enforce the law and keep the city safe	6/3/2020 7:35 PM
1064	Make sure they're not racist?	6/3/2020 7:15 PM
1065	No racist police. Thorough vetting. ANY history of abuse of power, racism, or misconduct should be met with immediate and permanent termination.	6/3/2020 6:45 PM
1066	Someone who is able to create balance and unity	6/3/2020 6:38 PM
1067	We need someone with vision, who acknowledges and isn't frightened by the changing demographics in our town, and who can help others in authority embrace change.	6/3/2020 6:27 PM
1068	Can you pick someone that's not an older white man for once?	6/3/2020 6:08 PM
1069	N/A	6/3/2020 5:46 PM
1070	N/a	6/3/2020 5:43 PM
1071	The outcry for racial justice and equity. The outcry to end mass incarceration and the school to prison pipeline. No more bandaids and false promises - bring real systemic change, accountability, and integrity. This city is diverse - let that be evident in our police. Demilitarize the police. Learn from Switzerland.	6/3/2020 4:44 PM
1072	No	6/3/2020 4:15 PM
1073	Continued community input.	6/3/2020 3:55 PM
1074	The next chief should not condone favoritism and should be an advocate for change. They will	6/3/2020 3:25 PM

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disrupt the norm to create room for new ways.

1075	Create an independent inspector body to investigate police misconduct and criminal allegations and controls evidence like body camera footage. Any use of lethal force shall trigger an automatic investigation by this body. Create a requirement for states to establish board certification with minimum education and training requirements to provide licensing for police. In order to be a law enforcement officer, you must possess this license. The inspector body in #1 can revoke the license. Refocus police resources on training, de-escalation, and community building. Adopt the "absolute necessity" doctrine for lethal force as implemented in other states. "I feared for my life" is no longer a valid excuse. Codify into law the requirement for police to have positive control over the evidence chain of custody. If the chain of custody is lost for evidence, the investigative body in #1 can hold law enforcement officers and their agencies liable.	6/3/2020 3:11 PM
1076	If they continue ignoring the people with guns downtown around glamour salon while harassing peaceful protestors they should expect a short tenure.	6/3/2020 2:57 PM
1077	Please focus on diversify our police force, especially in leadership roles.	6/3/2020 2:51 PM
1078	Hire the most qualified because they are qualified. Do not sacrifice service to make the politically correct choice.	6/3/2020 2:43 PM
1079	They often say that respect is earned, but I disagree. I will respect you just as I respect any human being. Trust is earned. How will you build trust in this community? How will your officers build trust? Not just with people who look and talk like them, but with every member of the community you swear to protect and serve?	6/3/2020 2:15 PM
1080	Police need to be held as accountable for their actions as citizens are. Preventative measures and a proactive mindset are essential.	6/3/2020 2:00 PM
1081	No	6/3/2020 1:53 PM
1082	The chief should be representative of their community and their top priority must be keeping their community safe (free from discrimination)	6/3/2020 1:52 PM
1083	It would be great to select someone that isn't a white, cisgendered man.	6/3/2020 1:46 PM
1084	Please seek out candidates that are black, indigenous and/or people of color.	6/3/2020 1:35 PM
1085	Equity. Justice. The importance and safety of ALL community members.	6/3/2020 1:34 PM
1086	Not sure	6/3/2020 1:30 PM
1087	Please make sure they do not have ties to Proud Boys, 3%, etc.	6/3/2020 1:27 PM
1088	N/a	6/3/2020 1:15 PM
1089	How would they clear out the armed protestors currently controlling downtown?	6/3/2020 1:14 PM
1090	Trauma informed and non bias.	6/3/2020 1:07 PM
1091	To add from the selections above, being willing to accept and utilize new technologies in the force, and keeping officers accountable for any negative action. Ideally a chief who will push for transparency in public records by advocating to remove police discipline records from Oregon Revised Statute § 192.501. This would make police discipline records subject to public records requests in Oregon, and allow better 3rd party investigation into any wrongdoing. A dozen other states have already made this move and it needs to happen here. A chief supporting it will go a long way towards that.	6/3/2020 1:06 PM
1092	Not at the moment	6/3/2020 1:02 PM
1093	Selecting someone who reflects the characteristics mentioned above	6/3/2020 12:58 PM
1094	Policing in America need to be overhauled. The current approach of escalation and aggression needs to change. Right now people are lashing out because they don't know what else to do. How does one fight that which has absolute authority and impunity? Historically, strength in numbers was all the general public had to combat injustice. This usually manifested itself in riots. Today we are better though, and only a small portion of the people want destruction and violence. Most want peaceful resistance to enact change. But by meeting the largely peaceful resistance with intimidation and a show of force they either silence the voice of the group, or cause a panic which creates an escalation in tension and generally creates a worse outcome	6/3/2020 12:53 PM

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for all. We need a leader that is willing to help guide our police force into something that all of it's citizens can be proud of, one that we all can rely on, and one that holds everyone to an equal standard.

1095	Spanish speaker who will accommodate and represent the growing population of non-whites.	6/3/2020 12:51 PM
1096	Homeless situation downtown	6/3/2020 12:38 PM
1097	Commitment to continue to learn in the field and listen to the community	6/3/2020 12:34 PM
1098	Empathetic leadership qualities	6/3/2020 12:32 PM
1099	-	6/3/2020 12:28 PM
1100	Consider the positive effects on our community and region of employing a deeply experienced person of color or a woman.	6/3/2020 12:21 PM
1101	No	6/3/2020 12:18 PM
1102	Please select someone who is sensitive to issues of race and inclusion, and transparent with the community. Thank you for your sensitivity to the recent protesters. I have had only positive interactions with the local officers and the police chief. I appreciate officers really seeking a solution for homelessness. I have seen compassion from local police offers for those among us who are without a home. Thank you.	6/3/2020 12:15 PM
1103	Find a person dedicated to ending police violence, and committed to reforming the Salem police to be held properly accountable.	6/3/2020 11:47 AM
1104	Hire someone who cares about people, not just their officers.	6/3/2020 11:46 AM
1105	I would like someone willing to commit to cultural sensitivity training, deescalation skills, and they must be willing to have a no tolerance stance against officers who unjustly harm their citizens.	6/3/2020 11:46 AM
1106	A sense of humor always helps.	6/3/2020 11:45 AM
1107	Consider heavily a person of color for the position, if applicable.	6/3/2020 11:41 AM
1108	No.	6/3/2020 11:35 AM
1109	Don't choose somebody who has shown sign of racism or tolerance toward racism.	6/3/2020 11:21 AM
1110	Not at this time	6/3/2020 11:19 AM
1111	Police brutality is one of the biggest issues in this nation right now. I want a police chief that is openly against this and will make the necessary changes to minimize it.	6/3/2020 11:19 AM
1112	Commitment to community outreach and officer education	6/3/2020 11:18 AM
1113	No	6/3/2020 11:14 AM
1114	Community presence.	6/3/2020 11:07 AM
1115	Consider disbanding.	6/3/2020 11:00 AM
1116	Stop supporting white supremacy	6/3/2020 10:59 AM
1117	If a qualified person of color applies, hire him or her. Salem needs that diversity in leadership.	6/3/2020 10:54 AM
1118	Be aware that white supremacy groups are here. Have no tolerance for hate crimes and treat all people with dignity and respect.	6/3/2020 10:52 AM
1119	Training needs to be key	6/3/2020 10:42 AM
1120	I mean, it would be nice to have police who are against white nationalists. So, start there.	6/3/2020 10:31 AM
1121	no	6/3/2020 10:07 AM
1122	Set an example of peaceful coordination with the community. Not here to dominate and oppress.	6/3/2020 9:59 AM
1123	stop criminalizing homelessness.	6/3/2020 9:54 AM
1124	The city needs to engage in solutions for the homeless problem while keeping the streets clean	6/3/2020 9:53 AM

Chief of Police Survey for the City of Salem

and safe for everyone.

1125	No	6/3/2020 9:47 AM
1126	Diversity, accountability, and willingness to hold officers accountable. Demonstrated experience working positively with people of color.	6/3/2020 9:36 AM
1127	ACAB	6/3/2020 9:23 AM
1128	No	6/3/2020 9:11 AM
1129	I'm not a fan of the phrase "diversity hire," but I'd like to make it clear that whoever the department hires should be a person aware of their position in our country's web of different class structures. Speaking as a white man, I know that we have work to do to make this country better for people without our advantages. I hope you hire a police chief who can check their privilege.	6/3/2020 8:58 AM
1130	Get rid of police officers that are buddy-buddy with far right extremists that are trying to start an insurrection in our city.	6/3/2020 8:55 AM
1131	Demilitarize	6/3/2020 8:41 AM
1132	find someone who understands the community. The schools are 50% students of color. It is integral that the next police chief understand that and can relate to our communities.	6/3/2020 8:33 AM
1133	Needs to be from the Marion/ Polk community	6/3/2020 8:23 AM
1134	Be anti-racist in your decision.	6/3/2020 8:13 AM
1135	Peace	6/3/2020 7:55 AM
1136	Please consider someone who is interested in looking at science based policies that actually reduce crime. Here is a link to some reports https://www.joincampaignzero.org/reports	6/3/2020 7:54 AM
1137	I must reiterate the necessity of a leader with an understanding of the experiences of communities of color and a commitment to improving their quality of life and the quality of their experiences with law enforcement.	6/3/2020 7:53 AM
1138	No record of or tolerance for abuse of citizens.	6/3/2020 7:40 AM
1139	I chose less safe because I am afraid of the police, not because of other Salem residents.	6/3/2020 7:22 AM
1140	A woman	6/3/2020 7:20 AM
1141	Not at this time	6/3/2020 6:54 AM
1142	I hope the mayor's not part of selecting.	6/3/2020 6:03 AM
1143	Resume, where they have been in their career. No racial profiling.	6/3/2020 5:41 AM
1144	The way the city has treated the different protests over the Covid-19 reopening and BLM is glaring. Just like raising a child you have to be transparently fair and equitable in responses.	6/3/2020 4:30 AM
1145	It's difficult to "train" a chief to have high ethics, integrity, compassion and equitable enforcement of law, but they can be taught or have staff to help with writing reports, foreign language and tracking specific crimes/criminals.	6/3/2020 4:00 AM
1146	Watch "Flash Point"	6/3/2020 2:59 AM
1147	Someone who supports blm	6/3/2020 2:45 AM
1148	The city needs to pick someone who can serve and protect the community and be a responsible, accountable leader. What actions will they be doing in being transparent with the public when officers are abusing their power? What training and extensive background do they have? No racist police should be on the force.	6/3/2020 2:44 AM
1149	No	6/3/2020 1:56 AM
1150	Every officer should have yearly implicit bias training.	6/3/2020 12:56 AM
1151	Find a leader prepared to change broken processes and be accountable for the actions of their force.	6/3/2020 12:30 AM

Chief of Police Survey for the City of Salem

1152	Deal with more important issues then traffic violations. Deal with the drug problem and homeless problem we can't walk at night since so many of our friends have gotten attacked by homeless and non homeless people. Like wana be gang bangers. Deal with the gang issue so many youths want to join. They glorify it. You need to find a way to advertise to kids that it's not a good way to do life it's harmful and makes everything worse for them and there families	6/3/2020 12:26 AM
1153	I want the focus to be on saving lives and helping people progress out of a bad situation rather than putting people in jail or hindering potential progress in a humans life.	6/3/2020 12:23 AM
1154	An advanced University degree bachelor or masters.	6/2/2020 11:34 PM
1155	I would vastly prefer a nerd who does their research over a good public speaker with a bunch of swagger.	6/2/2020 11:34 PM
1156	It is important to me that our next chief of police understand Peelian Principles and how to implement community-centered ethical policing.	6/2/2020 11:27 PM
1157	Understand the specific, unique needs of Salem	6/2/2020 11:27 PM
1158	Awareness of the threat/lack of safety/security that police imply to many people and demographics	6/2/2020 11:25 PM
1159	They should have empathy	6/2/2020 11:19 PM
1160	Consideration of all members of this community is incredibly important. All people deserve to be heard and respected.	6/2/2020 11:13 PM
1161	Choose someone who is willing to stand up for the law no matter what the local population thinks. Keep our city safe	6/2/2020 11:04 PM
1162	The Police Department should be entirely defunded, but since that isn't going to happen right away, the City needs to select a Chief who is able end biased policing and police violence and keep the police force accountable to these values.	6/2/2020 10:59 PM
1163	Favor de-escalation practices in policing	6/2/2020 10:52 PM
1164	N/a	6/2/2020 10:43 PM
1165	Would love to see some diversity in the police department, starting at the top.	6/2/2020 10:42 PM
1166	Community. Community. Community.	6/2/2020 10:41 PM
1167	Stop with the overkill in enforcement.	6/2/2020 10:36 PM
1168	Make sure the person reflects the community as a whole and hopefully is of a minority group.	6/2/2020 10:28 PM
1169	No	6/2/2020 10:26 PM
1170	The police campus should be an inviting place and not a fortress surrounded by large, busy streets.	6/2/2020 10:09 PM
1171	no	6/2/2020 10:06 PM
1172	BLM. Salem is a great town heading in a very progressive direction, and that should be reflected in our police. Progressive police reform is a must.	6/2/2020 10:04 PM
1173	https://www.facebook.com/jared.richert/videos/10222645759633762	6/2/2020 10:01 PM
1174	A chief police with progressive ideas.	6/2/2020 9:59 PM
1175	I have little interaction with the police. I know Jerry Moore and like him quite well, both as a Chief and as a person, but I have had less comfortable relations with a couple of other members of the department. But it is not that important what I think. More important are the opinions of people of color. I hope those communities will be invited into the choice of our next Chief.	6/2/2020 9:56 PM
1176	No	6/2/2020 9:50 PM
1177	Meet community members where they are, in their environments. Listen, be curious, be open to learning from those you are helping to protect. So many of us are allies because the majority want to just live in peace and do not want harm to others. Work with the community to help with	6/2/2020 9:49 PM

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the very challenging issues of homelessness, mental illness, and substance abuse. Join with community players in real problem solving to make the community stronger, safer healthier.

1178	Someone who believes strongly in enforcing officers to use de-escalation tactics and take mandatory, frequent trainings about bias.	6/2/2020 9:49 PM
1179	I would like to see a minority as the next Chief of Police	6/2/2020 9:39 PM
1180	A person of integrity, strength of character, who is a great leader and gets things done.	6/2/2020 9:37 PM
1181	Strong zero tolerance policies for white supremacy (domestic terrorism) activities.	6/2/2020 9:32 PM
1182	They should understand that people do not like the police right now. And they should understand that this does not mean they should be afraid or use more force to keep themselves safe. It means they need to rebuild the bridges between the public and the police. This will a long and difficult task, and it may come with growing pains. The new Chief of Police must understand this and be very willing to take on this challenge.	6/2/2020 9:29 PM
1183	We need someone who can heal the tone between citizens working for racial Justice and the awareness special treatment for groups like the proud boys.	6/2/2020 9:29 PM
1184	I think this should be an evidence-based decision. McDowell (1992) found that "as the police job description expands beyond crime fighting into community service, the growing presence of women may help the tarnished image of police officers, improve community relations, and foster a more flexible and less violent approach to keeping the peace. Intellectual and communicative skills of women take on more importance in police departments that have come under fire for the brutal treatment of suspects in their custody. Policing experts indicate that verbal skills of women often have a calming effect that defuses potentially explosive situations." This is nearly 30 years ago. Community policing, lead by differing perspectives on deescalation, is exactly what our community needs.	6/2/2020 9:27 PM
1185	Consider how diverse the City's force is. Do we need more white males in power? That is only continuing the status quo. Let's position our city towards the future, along with the new station, to reintroduce what the community thinks of when they think of cops.	6/2/2020 9:27 PM
1186	Be with the people. Be accessible. Be a guiding light in the community.	6/2/2020 9:21 PM
1187	Community input	6/2/2020 9:08 PM
1188	This person should be willing to get out of the office and be out on the streets getting to know citizens	6/2/2020 9:07 PM
1189	Familiarity with the community, how he/she has handled situations with the homeless population before since thats a prevalent issue here.	6/2/2020 9:01 PM
1190	Open mindedness; track record; ability to clean house	6/2/2020 9:00 PM
1191	I would love to see a female POC in the position, but only if they are the most qualified candidate. We should really work to find they absolute best person for the job, regardless of optics.	6/2/2020 9:00 PM
1192	There seems to be some selective enforcement of curfew on the part of Salem PD. We need a police chief who can reign in these behaviors.	6/2/2020 8:57 PM
1193	No.	6/2/2020 8:48 PM
1194	Don't hire a woman for the love of God	6/2/2020 8:27 PM
1195	What is their demonstrated history of anti-racism?	6/2/2020 8:18 PM
1196	Black Lives Matter	6/2/2020 8:14 PM
1197	Consider a person that is for citizen as much as they are for policing	6/2/2020 7:53 PM
1198	Extensive training on deescalation, cultural competency, accountability, and community outreach should be MANDATORY	6/2/2020 7:39 PM
1199	Please consider where our money and efforts should go, are police the best way to create safety? For some communities police signify the opposite of safety, it is important that we have a Chief of Police in place that understands this.	6/2/2020 7:36 PM
1200	Pick someone who doesn't want to be a cop. Choose a person based on their character and	6/2/2020 7:36 PM

Chief of Police Survey for the City of Salem

not on their desire to carry a gun in public. For once.

1201	Smart not political. Problem solver	6/2/2020 7:30 PM
1202	Allow him to do his job. Keep politics out of it.	6/2/2020 7:01 PM
1203	Dealing with homeless downtown	6/2/2020 6:25 PM
1204	Not racist. An actual good person that care about ALL races. Not some BS that they do to the public and they actually want all blacks and Mexicans abolished behind closed doors. I want a new chief of police to change my mind and believe in the system. I have lost hope more than 25 years ago	6/2/2020 6:24 PM
1205	What is their record on complaints or engagements with People of color, LGBTQIA, homeless, etc.? What will be their methods for curtailing/limiting use of force? Transparency and accountability?	6/2/2020 6:23 PM
1206	Consider choosing someone of color, even if they're not the most qualified. People have to learn somehow, and proving that you DO listen to people. I have only ever seen white, male cops. In my entire decade of residency in Salem, I have seen maybe 2 women officers, both white. We haven't forgotten that Oregon didn't even allow black people to live here until way too late. Some people don't feel safe walking into certain Oregon towns, because these towns act as sundown towns. As the Chief in he captal of Oregon, they have more sway over those officers. Also, the people should know who's going to be the chief before it happens, so if we are upset by it we have time to show it without forcing you to go through another lengthy process of choosing a chief that satisfies the populace.	6/2/2020 6:23 PM
1207	no.	6/2/2020 6:19 PM
1208	Transparency, and the ability to admit when mistakes have been made are two qualities that I would value in a Chief of Police.	6/2/2020 6:05 PM
1209	Prioritize anti-racist policies and training. Nothing less will be tolerated or accepted by the people.	6/2/2020 5:09 PM
1210	1. Create an independent inspector body to investigate police misconduct and criminal allegations and controls evidence like body camera footage. Any use of lethal force shall trigger an automatic investigation by this body. 2. Create a requirement for states to establish board certification with minimum education and training requirements to provide licensing for police. In order to be a law enforcement officer, you must possess this license. The inspector body in #1 can revoke the license. 3. Refocus police resources on training, de-escalation, and community building. 4. Adopt the "absolute necessity" doctrine for lethal force as implemented in other states. "I feared for my life" is no longer a valid excuse. 5. Codify into law the requirement for police to have positive control over the evidence chain of custody. If the chain of custody is lost for evidence, the investigative body in #1 can hold law enforcement officers and their agencies liable.	6/2/2020 4:53 PM
1211	We have had a lot of breakins in our neighborhood...and police usually shrug and say not much hope of finding suspects or stuff. Doesn't seem like its getting better, and lokely the same offenders, it would be great to have resources to do some real investigating.	6/2/2020 4:48 PM
1212	Please consider getting a Spanish/English bi-ligual man or woman of color.	6/2/2020 4:47 PM
1213	Black lives do matter	6/2/2020 4:17 PM
1214	Do NOT focus on police experience, but rather on COMMUNITY ENGAGEMENT and COMMUNICATION experience. Being a good officer does not necessarily make one a good leader.	6/2/2020 4:16 PM
1215	No	6/2/2020 4:13 PM
1216	Be gay	6/2/2020 3:53 PM
1217	Part of making Salem safer relies on having a staff that reflects the diversity of our city. It's great to have a vision of inclusion, but living it is a model that sends a strong message.	6/2/2020 3:32 PM
1218	Find someone who has Salems best interests at heart. For all Salemites. They prioritize the people and the community.	6/2/2020 3:30 PM
1219	They should be knowledgeable about social work and mental health care. They should reduce	6/2/2020 3:17 PM

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the amount of harassment that students of color get at Willamette University. Students of color get more speeding tickets, they are stopped and asked if they stole the bike they are riding, etc. There should be an audit done to explore how systemic these issues are.

1220	No	6/2/2020 3:13 PM
1221	Someone with excellent communication and people skills	6/2/2020 3:11 PM
1222	Consider hiring a police keeper, not a military cosplayer.	6/2/2020 3:03 PM
1223	Anti-racism	6/2/2020 2:59 PM
1224	Committed more to the residents of Salem than the protection of staff. I support unionized workers, but when the power to abuse or take life is given, transparency needs to be the greatest priority for all activities and such a culture needs to be created that co-workers will step in if an officer uses unnecessary force on any person for any reason. That culture needs to be created by its leader.	6/2/2020 2:40 PM
1225	The person selected must be able to beyond how a person looks and their abilities	6/2/2020 2:15 PM
1226	Choose someone that will root out bad behavior within the department instead of covering it up.	6/2/2020 1:36 PM
1227	Reconsider what the police are here for. Find another job? https://www.filmsforaction.org/articles/policing-is-a-dirty-job-but-nobodys-gotta-do-it-6-ideas-for-a-copfree-world/	6/2/2020 1:18 PM
1228	No more racist police officers.	6/2/2020 12:39 PM
1229	Somebody that genuinely cares for their community and city.	6/2/2020 11:54 AM
1230	Diversity. Someone who represents or is able to work with and include members of all the various ethnic and religious factions within the state	6/2/2020 11:50 AM
1231	I hope they and their officers see everyone in the city as a valued member of the community. I hope that if they out that any of their officers or staff are members of any hate group they are removed immediately. As we have seen since the death of another black man by the hands of a white officer it still is a very unfair and unjust system.	6/2/2020 11:35 AM
1232	Should be someone committed to real racial justice, who talks about and takes a stand in issues like the George Floyd murder.	6/2/2020 10:58 AM
1233	Have experience with People of Color or the person is actually a POC.	6/2/2020 10:40 AM
1234	Someone committed to equity, racial justice, prison population reduction, and demilitarization of the force.	6/2/2020 10:35 AM
1235	look through their social media in detail and don't consider anyone with any "blue lives matter" affinities	6/2/2020 10:24 AM
1236	No	6/2/2020 10:02 AM
1237	Make sure they're actually willing to keep their word. Not side with threepers. The people who will ultimately shoot and kill someone.	6/2/2020 9:59 AM
1238	A real understanding and ability to deal with the homeless issues we have in a humane but still effective way.	6/2/2020 9:36 AM
1239	Transparency through the process. Please let the citizens know who you are considering. It would be nice to see the choice of candidates.	6/2/2020 9:32 AM
1240	Someone that doesn't beat black people	6/2/2020 9:32 AM
1241	Make sure he doesn't order the policemen to throw tear gas at peaceful protesters, kill black people and terrorize the citizens	6/2/2020 9:22 AM
1242	Maybe the possibility of them being an older sibling growing up. They will have a sense of caring for others, setting an example, and a stronger sense of duty implemented since childhood.	6/2/2020 9:21 AM
1243	Must be willing to enforce guns the same way they enforce drug laws. Not focus on poorer neighborhoods for crime (all people are the sane no matter what their income to color ratio	6/2/2020 9:09 AM

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1244	Someone not connected with the police.	6/2/2020 9:09 AM
1245	No	6/2/2020 9:08 AM
1246	Don't select a white supremacist.	6/2/2020 9:07 AM
1247	Same as previous comment. Police chief must be committed to changing the system to make it easier to dismiss police officers who use unnecessary force and/or excessive force. We the people are not here to be dominated but protected.	6/2/2020 9:03 AM
1248	The new chief needs a strong and clearly stated devotion to inclusive justice and racial equity.	6/2/2020 9:02 AM
1249	Consider that we don't need police who are only following orders!	6/2/2020 8:59 AM
1250	All Cops Are [Expletive]	6/2/2020 8:46 AM
1251	There must be NI history of violence, disproportionate arrests of people of color or affiliation with ICE. In order to protect our unique city, out force must be led by someone capable of uniting our diversity.	6/2/2020 8:41 AM
1252	Literally just don't tear gas children.	6/2/2020 8:39 AM
1253	Don't hire people okay with teargassing innocent people demonstrating their first amendment right to free speech. That's fascism.	6/2/2020 8:25 AM
1254	Not having a police force	6/2/2020 8:25 AM
1255	Involve the community more when vacancies arrive and new policies are being formed. This needs to reach not just the South Side of town where people are actively involved but also the Northeast side where people may not be aware how to get involved.	6/2/2020 7:59 AM
1256	We need to prioritize community involvement and outreach to disenfranchised communities.	6/1/2020 11:19 PM
1257	Someone who can unite	6/1/2020 11:14 PM
1258	Consider not being institutionally racist.	6/1/2020 8:25 PM
1259	We need someone to help bring our community together	6/1/2020 8:04 PM
1260	Someone who is aware of and actively engaged in Black Lives Matter movement	6/1/2020 7:29 PM
1261	https://www.joincampaignzero.org/	6/1/2020 7:06 PM
1262	Focus on community building	6/1/2020 5:25 PM
1263	Armed people and prevocotours at rallies must not be tolerated.	6/1/2020 4:49 PM
1264	None at this time	6/1/2020 4:44 PM
1265	Replacement of all officers with suspicious accusations, previous bias infractions.	6/1/2020 4:35 PM
1266	Background check	6/1/2020 4:23 PM
1267	Please consider a woman or person of color.	6/1/2020 3:35 PM
1268	allow members of the community to have a session with the finalists...to ask questions regarding her/his past experience	6/1/2020 11:01 AM
1269	n/a	6/1/2020 9:00 AM
1270	Experince in: similliar types of issues Salem encounters (homeless, gangs, ect); the positive relationship with the community (how has this been demonstrated in their professional carreer thus far); Vision-where does this person want Salem to be in 5, 10 years.(Salem's future). Does this perosn have experience in changing communities?	6/1/2020 8:51 AM
1271	A history of community involvement would be good as well. People need to feel like or police are part of our community instead of an entity that looms above.	6/1/2020 8:04 AM
1272	Also transparent and accountable	6/1/2020 3:28 AM
1273	Someone who'll stand up to white militias!	6/1/2020 1:27 AM
1274	Find someone who is really smart and clever at finding middle ground. We need leadership on homelessness. Would be great to find woman or person of color.	5/31/2020 11:54 PM

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1275	We absolutely need someone with a focus on equity. We need someone with community based experience who understands the complexities of homelessness. We need someone who values training officers to be community based, not someone who wants to run around with their toys and need up their riot gear.	5/31/2020 11:22 PM
1276	Please ensure that the police force is committed using de-escalation tactics when possible.	5/31/2020 9:13 PM
1277	No	5/31/2020 8:33 PM
1278	Stand up for the rights and safety of people of color. Provide training and professional expectations to the rent and file.	5/31/2020 5:53 PM
1279	N/A	5/31/2020 5:48 PM
1280	I would like the next police officer to be able to weed out the white supremacists in his department, as a start. We know that they're there.	5/31/2020 5:38 PM
1281	Hire a woman or a person of color!	5/31/2020 5:24 PM
1282	A woman of color would be an excellent choice. We need to bring more diversity to the City leadership. A Latina would be good, especially given that we're increasing in our hispanic community and Salem needs to learn to be much more inclusive and diverse.	5/31/2020 4:19 PM
1283	White supremacists should not be able to stand with their AK's on street corners pointing their guns towards peaceful civilians.	5/31/2020 3:51 PM
1284	That we take the AR-15s out of the hands of citizens and uphold the right to peaceful protest.	5/31/2020 3:17 PM
1285	Someone with exceptional communication skills.	5/31/2020 12:24 PM
1286	We moved to Salem in February of 2020 so don't know a lot of history here, however, carefully looking at any issue the Chief may have to address will be weighed with scrutiny.	5/31/2020 12:12 PM
1287	Salem is a target for white supremacist counter protestors	5/31/2020 11:59 AM
1288	Give preference to current staff	5/31/2020 11:41 AM
1289	Knowledge of or a strong willingness to learn about the unique challenges facing the most at risk members of our community and the role police can play in supporting rather than further marginalizing them. A commitment to treating our unhoused and underhoused communities with humanity and compassion.	5/31/2020 11:25 AM
1290	Please please choose someone with a track record of addressing racism. We do not want a white supremacist as our Chief of Police.	5/31/2020 11:18 AM
1291	Line level personnel that this chief will serve should have a significant say in the choice of who leads them. This includes staff at the Willamette Valley Communications Center.	5/31/2020 10:42 AM
1292	A person liked and highly respected by the other officers and staff	5/31/2020 10:28 AM
1293	Change	5/31/2020 10:20 AM
1294	With the current state of things, more than ever, the department will need a strong leader that can help heal the community, especially among the residents of color. The events in Minneapolis affect everyone in our Country. The new Chief will need to be prepared for a process to heal our community and strengthen the relationships and trust, especially among our minority populations.	5/31/2020 10:20 AM
1295	Choose someone with empathy and truest believes a stronger police force starts with accountability.	5/31/2020 9:56 AM
1296	Choose a black woman. NO WHITE MEN	5/31/2020 9:50 AM
1297	I want to know that this person is committed to community policing, is proactive in addressing mental health issues non-violently, is not interested in stockpiling paramilitary equipment, and will demonstrate a deep understanding of the root causes of why people may end up in prison (early childhood trauma, intergenerational challenges, race inequity, etc.).	5/31/2020 9:43 AM
1298	Compassion based enforcement.	5/31/2020 9:37 AM
1299	No proud boys, no Nazis, no white supremacists. Salem has a chance to make a change. We	5/31/2020 9:28 AM

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can be like Santa Cruze, Dallas, Atlanta. Our chief should be out protesting with the people and do what's right

1300	Can we get creative at solving the problem of homelessness?	5/31/2020 9:15 AM
1301	End racial disparities in policing (i.e stop killing black people)	5/31/2020 8:59 AM
1302	Record with respect to diversity and equity	5/31/2020 8:05 AM
1303	We want someone who helps our police department make Salem the leader for racial justice in Oregon.	5/31/2020 7:39 AM
1304	Diversity and inclusion experience, neighborhood commitments for officers and themselves, youth engagement strategy, houseless sensitivity training, willingness to NOT use our jail system as "housing" Or a way of entering houseless communities into the system,	5/31/2020 7:09 AM
1305	Someone trained in poverty reduction. We have plenty of homeless, but are not doing our part to reduce poverty; we are only moving them from place to place. We need a chief who is aware of the roots and causes of poverty and homelessness to be able to work in conjunction with the Mayor to address real solutions rather than arresting innocent people.	5/31/2020 7:07 AM
1306	Candidate is endorsed by housing and homeless service providers like Nicole Utz, Jimmy Jones and Dan Clem.	5/31/2020 6:49 AM
1307	I wonder why the City of Salem is not charging Glamour Salon rent, when the business is open again. I think the Chief of Police should encourage open and honest communications with citizens, and be helpful and empathetic when dealing with people affected by car break ins.	5/31/2020 3:06 AM
1308	They need to hire person of color. Period.	5/31/2020 1:49 AM
1309	Chief of Police should put the community and it's most vulnerable citizens first. Too many privileged Sailemites seem to think the police work for them to keep "undesirables" at bay	5/30/2020 9:48 PM
1310	There's always push for "more police presence" but I never feel safe in a town where I see a lot of police cruisers—just the opposite.	5/30/2020 8:51 PM
1311	Homeless have been allowed to over run salem and that is not ok. They have been given several of salem parks and thats not ok. They are now taking over even more parks and now I can't even take my grandchildren to my local park one of the reasons we bought our home where we did. Ridiculous	5/30/2020 8:41 PM
1312	Must have a focus on Diversity Equity and inclusion and be interested in demilitarization of police - focus on fair practices and fighting against mass incarceration practices	5/30/2020 8:38 PM
1313	A commitment to Salem, it's officers and all of it's citizens..	5/30/2020 3:41 PM
1314	No, the City has plenty to consider without my input.	5/30/2020 2:25 PM
1315	Constant education on appropriate methods to use when making an arrest with the least amount of police brutality. For all but especially with minorities.	5/30/2020 1:05 PM
1316	Strong preference for a woman, person of color, and/or bilingual	5/30/2020 12:13 PM
1317	It is essential to find a leader who has proven experience in anti-racist, anti-bias practices and understands the needs of the community especially those experiencing poverty. For example, when the Keizer police chief was hired, he significantly shifted a past practice around ticketing. He encouraged officers to think about whether or not issuing a ticket instead of warning would lead to a family becoming homeless.	5/30/2020 10:01 AM
1318	Someone who has more respect for woman and people of color than. And getting away from the nepotism that exists in the Salem police. Supervising your spouse is not OK. hiring you nephew or even your best friends nephew is not ok.	5/30/2020 9:44 AM
1319	The public already thinks of the city is a much more dangerous place than it really is, please don't continue to compound the problem by reinforcing misconception.	5/30/2020 9:34 AM
1320	roots in Oregon or the northwest so they understand our problems and will be happy here. DO NOT HIRE SOMEONE FROM THE EAST COAST!!!!	5/30/2020 9:29 AM
1321	Finding the best possible candidate regardless of gender, orientation, or identity.	5/30/2020 9:26 AM
1322	Make damn sure there are NO white-nationalist associations	5/30/2020 9:22 AM

Chief of Police Survey for the City of Salem

1323	From news stories we've read on-line since moving here, we have learned that citizens, business owners, etc. are growing impatient with overall safety of the city and the increasing homelessness crisis.	5/30/2020 9:08 AM
1324	Please consider hiring a person who hesitates to militarize the police force.	5/30/2020 8:48 AM
1325	Someone with experience in diversity, equity and inclusion issues and a commitment to racial justice is important.	5/30/2020 8:43 AM
1326	Outward mindset	5/30/2020 8:40 AM
1327	Someone who is not afraid to speak his mind and strong leadership skills. Puts his community first...not a politician.	5/30/2020 6:54 AM
1328	Make sure that person is not a macho biggot or a racist	5/30/2020 6:13 AM
1329	No	5/30/2020 5:54 AM
1330	Making an honest citizen review board with teeth.	5/30/2020 4:43 AM
1331	The systems we have been using in traditional policing are inherently based in racial bias and need to be reconstructed to SERVE our community well. Someone strong enough and brave enough to make those changes will go a long way to making Salem the best it can be for each one of its citizens.	5/30/2020 2:05 AM
1332	That he's willing to stop riots. Hopefully before they become riots.	5/30/2020 12:38 AM
1333	No	5/30/2020 12:31 AM
1334	I would like to see the next Chief promoted from within the department.	5/29/2020 11:38 PM
1335	What kind of training his/her officers have. Will the older officers be retrained if techniques are changed when proven to be harmful? How can officers have been trained to kneel on someone's neck until they are dead, as in Minneapolis?	5/29/2020 10:45 PM
1336	Preferably person of color or female	5/29/2020 9:33 PM
1337	Tough on crime. Ignore sanctuary ordinance and cooperate with ICE.	5/29/2020 8:45 PM
1338	New blood, not stuck in the churn of bureaucracy. Gamble on more youth.	5/29/2020 8:35 PM
1339	More citizen involvement	5/29/2020 8:28 PM
1340	The Police Chief should be willing to live in the City of Salem.	5/29/2020 8:25 PM
1341	... better interface with peace and justice groups to ensure public events and demonstrations are supported and orderly...	5/29/2020 8:20 PM
1342	No	5/29/2020 7:52 PM
1343	ACAB	5/29/2020 7:30 PM
1344	Experience working with homeless people and finding solutions that don't involve force.	5/29/2020 7:27 PM
1345	Salem is a pretty safe community now.	5/29/2020 7:16 PM
1346	Between the politics of city hall and the politics of council, the next chief must be a strong leader to earn the trust of the community.	5/29/2020 5:15 PM
1347	Proactive community building, engagement, and investment is the top priority to reduce motivation and opportunity for most criminal activity.	5/29/2020 5:09 PM
1348	experience with homelessness	5/29/2020 5:09 PM
1349	Although problem solving is good it can always be delegated.	5/29/2020 4:01 PM
1350	no	5/29/2020 3:56 PM
1351	Nope	5/29/2020 3:54 PM
1352	Somemthing needs to be done with the police and other city officials to end homelessness.	5/29/2020 3:49 PM
1353	Someone who has a proven record of reducing crime and helping the people who pay taxes!	5/29/2020 3:47 PM

Chief of Police Survey for the City of Salem

1354	Tired of downtown getting ruined because people are afraid of squatters.	5/29/2020 3:45 PM
1355	Needs to love this city and want it to be the best in every way	5/29/2020 3:41 PM
1356	As a white male, my interactions with Salem PD have always been kind, respectful, thoughtful. Practice the same with ALL communities.	5/29/2020 3:22 PM
1357	Progressive majority policies and inaction are creating more crime, more desperation and vastly lower quality of life. It's a shame Salem will see more of the same as a result of the last election. A strong, wise chief is needed to push back with common sense in the face of empty virtue signaling.	5/29/2020 3:21 PM
1358	It's going to be a tough few years budgetwise for Oregon's cities. The Chief needs to be prepared to deal with the reality that policing isn't the only thing that needs public funds in Salem. Maybe not even the main thing. The next chief needs to understand that policing is only part of the thing that makes a city work and he/she needs to support the other component pieces, too.	5/29/2020 11:21 AM
1359	Why are you asking how I "feel" about being safe or less safe? How anyone feels about this is irrelevant. There is DATA about this that we should be relying on. Policy-makers should not be making decisions based on how people feel. The data shows that crime in Salem and in most cities in the US is at an historic low, even though policing consumes greater and greater portions of city budgets. This is wrong and is part the reason for declining quality of life for many in the US.	5/29/2020 9:47 AM
1360	Hire the right person for the job; not what is politically correct	5/29/2020 7:32 AM
1361	No	5/29/2020 5:17 AM
1362	Someone that is easy to talk with and really listens to what is being said.	5/29/2020 12:14 AM
1363	They must address the mental health of our citizens	5/28/2020 10:39 PM
1364	No	5/28/2020 10:24 PM
1365	They're able to stay above the current divisive political climate; address the homelessness, drug addiction, and mental illness problems.	5/28/2020 9:19 PM
1366	Ensure DEI principles are at the forefront of hiring decisions	5/28/2020 9:18 PM
1367	The chief should be a person of color, but that person must also have a demonstrated history of progressive policing, community engagement, eliminating excessive force by officers, and zero tolerance for violations of department policy, especially in cases of harm to civilians. Any deaths at the hands of police are too many.	5/28/2020 8:36 PM
1368	Diversity and equity is paramount. Poor people need to trust the police the way rich people do.	5/28/2020 7:34 PM
1369	Connectivity with the entire Criminal Justice System is critical, as is ability to connect and listen to the community.	5/28/2020 7:02 PM
1370	SAME QUALITIES AS CHIEF MOORE	5/28/2020 5:38 PM
1371	Open to solutions from the community. More about protecting citizens than supporting cops.	5/28/2020 5:29 PM
1372	No	5/28/2020 5:19 PM
1373	The current force has a good reputation and works well together. Continue that using transparency and a good working climate.	5/28/2020 5:12 PM
1374	Effective and responsible use of tax payer funds.	5/28/2020 5:07 PM
1375	The chief of police should foster and or father or mother current doctrine for the city in regards to community enforcement. Neither the mayor or city council members should have any legal say or Or make a policy against any citizen of the town which would jeopardize their freedom to make their own choices in regard to housing in regard to where people could assemble how they could assemble Basically anything that criminalizes people for being indigent for vagrancy homelessness medically disease additionally challenged by discriminatory actions of these councils regulations and or bylaws the chief of police should be the one to stand up in these meetings every single meeting and say no I will not Allow the governing body who is elected by the people create and implement any plan regulation law in which would punitively and cursory and/or sanction any citizen for just being in a situation brought on by themselves and or other	5/28/2020 4:37 PM

Chief of Police Survey for the City of Salem

circumstances nobody asks to be handicapped we all become handicapped once we start pointing the finger at certainPeople are fringes is in our society an example somebody on the corner with a sign asking for help their homeless and/or jobless or whatever reason should not be thrown in jail because they have to sleep in the doorway on a city sidewalk that my tax paying money paid for it and as for the new said no stand policy in Salem Anything regarding miss treatment of homeless or at risk citizens which actions would result in criminality's should not be upheld by the chief of police The chief of police should be where the buck stops and ultimately be the speaking voice of the citizens and ask those governing bodies toDevelop and implement plans which would solve a problem instead of creating more problems

1376	The role is more susceptible to corruption and had the potential for more public harm than almost any other role in the city, so I think character should be prioritized over experience or skill, which can be gained over time.	5/28/2020 4:34 PM
1377	Addressing the homeless, crime	5/28/2020 4:13 PM
1378	Considering our demographics, at least a basic level of Spanish language competency and intercultural skills.	5/28/2020 4:07 PM
1379	Who does the Chief of Police answer to? Who gives him marching orders? How do we hold THAT person accountable for those orders?	5/28/2020 4:04 PM
1380	Hopefully keep everyone safe during an arrest or altercation, use least violent approach when safe for officers.	5/28/2020 4:00 PM
1381	Fit, outgoing, open minded, culturally aware.	5/28/2020 3:42 PM
1382	This person should be thoroughly vetted in ALL of the areas listed above whether checked or not	5/28/2020 3:12 PM
1383	I think someone who thinks big would be helpful in crime prevention. They could work in conjunction with other services to help meet the needs of Salem's most vulnerable populations.	5/28/2020 2:29 PM
1384	Inclusivity of all residents in Salem, no bias.	5/28/2020 2:29 PM
1385	He should be like the currant one	5/28/2020 2:15 PM
1386	Police chief with a record of holding officers accountable for inappropriate action. Has knowledge of police racial bias.	5/28/2020 2:10 PM

City of Salem - Chief of Police Survey

#	RESPONSES	DATE
1	Be Fair!	6/19/2020 6:23 PM
2	Pick someone different than a white straight man. We have lots of those in power. Let's find some just as qualified, who'll serve our community properly, and have a different experience to share with us because of their personal background.	6/19/2020 12:57 PM
3	None	6/14/2020 9:17 PM
4	Compassionate.	6/13/2020 5:02 PM
5	No	6/13/2020 1:17 PM
6	Want a strong courageous leader able to rock the boat at roll call, gain buy-in for changes, encourage personnel to gain or improve positive attitudes towards change to be more effective, personally and professionally.	6/13/2020 12:18 PM
7	Someone of color who will be fair across the board	6/13/2020 10:08 AM
8	N/A	6/13/2020 9:42 AM
9	Dont act like Salem is more dangerous than it is. Do not divide us, poor vs rich or any other way. Salem means PEACE!	6/13/2020 8:39 AM
10	Should have extensive understanding of psychology.	6/13/2020 6:34 AM
11	Reduce the police budget. Hold officers accountable. Ban weapons of war (tear gas, rubber bullets) from being used on our citizens. Stop felleting armed vigilantes.	6/13/2020 1:47 AM
12	The city needs to be aware that we are growing, and a new generation is supporting the economy. We need to see our city transform and move away from practices of the past. We need to strip the department down, and then build it back up, with more focus on community care and supports than on policing.	6/12/2020 9:14 PM
13	Resources need to be shifted from law enforcement to mental health, substance abuse , and homelessness in our community.	6/11/2020 11:24 PM
14	I strongly think that the Chief of Police should be bilingual, not only this will strengthen our community as a whole but will should that Salem actually pays attentions to the needs on the community. People here in Salem, not all speak english and if the Chief of Police did they would be able to community of those who do not speak english.	6/11/2020 3:29 PM
15	What the people want	6/9/2020 4:24 PM
16	Salem disbanded their gang unit I believe. I'm not entirely sure. But there are gangs in Salem connected to larger criminal systems. I would like to see a response to that.	6/9/2020 12:13 PM
17	I feel less safe in the community, not because of police (which is why I answered the above question that way). No, I feel less safe because of all the people determined to ignore reality and facts in favor of their own worlds. And those worlds are gaining ground. It's the people I'm worried about - not police.	6/7/2020 11:23 PM
18	Team player	6/7/2020 3:22 PM
19	Police white collar crime and businesses more than you do the most vulnerable in our society. Go after those breaking landlord laws. Hold accountable employers who violate laws. Those people are hurting society so much but you are not policing them!	6/6/2020 3:15 PM
20	A person with an open mind, willing to come to the table and meet with community leaders to create dialogue of fair policing and changes regarding keeping officers with more than three complaints against them from citizens.	6/6/2020 12:52 AM
21	Education level	6/5/2020 8:20 PM
22	Please don't hire a Chief who likes to experiment with programs and practices that have not been well tried and tested in strong cities elsewhere. I don't want Salem to be some Chief's test tube.	6/5/2020 4:40 PM
23	They should preferably be a person of color	6/5/2020 10:12 AM
24	Make sure they are not racist, respectful but doing there job	6/5/2020 1:07 AM

City of Salem - Chief of Police Survey

25	Someone who will hold cops accountable and help put an end to police violence in Salem.	6/4/2020 11:21 PM
26	Make sure they are committed to this job.	6/4/2020 10:12 PM
27	Look up their criminal record, behavioral reports, misconduct, past history, everything.	6/4/2020 10:10 PM
28	We are less safe because white supremacist groups are raising their profile here and intimidating the rest of us	6/4/2020 7:56 AM
29	Working as a team with the community	6/4/2020 1:00 AM
30	Establish a policy that officers must reside in the City of Salem to be officers on the street.	6/4/2020 12:23 AM
31	How would the candidate engage with the community of people experiencing homelessness.	6/2/2020 8:04 AM
32	Their record	6/2/2020 7:14 AM
33	No, not at the moment.	6/2/2020 3:42 AM
34	Gosh, the Chief is such a nice man. I agree with the description of humility. And I know staff respect him. The Chief should be one of us, relatable, and kind. I know that person is out there (or here in Salem). Another idea - the IA sergeant (sp?) is also very dedicated and relatable. Hopefully he applies. Thank you!	6/1/2020 4:51 PM
35	I would like to see a more diverse selection of candidates that better matches with our diverse community.	6/1/2020 3:13 PM
36	Tri state wise search with intense background check	5/31/2020 8:26 PM
37	I would like to emphasize that it is time for someone other than a white male to be our next police chief.	5/28/2020 3:36 PM
38	Ability to confront and work for solutions regarding the homeless crisis in Salem.	5/28/2020 9:18 AM
39	Not experience alone. Look at leadership and character. Experience is earned along the way.	5/27/2020 2:57 PM
40	Able to stand up to the Council	5/27/2020 2:00 PM
41	no	5/27/2020 1:49 PM
42	Don't go backwards on the level of community involvement. We don't want to become Portland.	5/27/2020 11:01 AM
43	Significant budget experience. Our city is always running in the red and that will affect the department.	5/27/2020 8:56 AM
44	I like to see a chief who is present and out and about. Accessible and open.	5/27/2020 6:23 AM
45	Hire the right match for the department in Salem and the workforce of officers.	5/26/2020 4:10 PM
46	He/she can only be as successful as they are allowed to be. If our policy makers ask their opinion and then don't listen to them the fallout should be on the policy makers.	5/26/2020 2:37 PM
47	Someone ready to engage the residents, elected officials and staff to help the department evolve.	5/22/2020 6:48 PM
48	Salem is a City of size and has a progressive council that got more progressive in the may election. The Chief needs to reflect that response from voters and be very accountable to the progressive council.	5/22/2020 6:34 PM
49	Strong experience with our local community.	5/22/2020 6:03 PM
50	Prioritize meeting with marginalized communities, build positive relationships with persons experiencing homelessness	5/22/2020 1:55 PM

Encuesta para la posición de Jefe de Policía para la Ciudad de Salem

7. Is there anything else you can think of that we should consider when selecting the next chief of police?

¿Hay algo más que se le ocurra que la Ciudad de Salem debería considerar al seleccionar al próximo jefe de policía?

#	RESPONSES	DATE
1	Bilingües!!!! Bilingual	6/19/2020 11:50 PM
2	Que se de la oportunidad de interactuar con las organizaciones que trabajan para la comunidad y que las familias se sientan escuchados y con la confianza de que pueden acercarse a El y saber que pueden contar con su apoyo. Que puedan tener mas vigilancia fuera de las escuelas ya que en la salida de los estudiantes es donde se enfrentan situaciones de peleas, reclutamiento para pandillas, movimiento de drogas , y hay muchos estudiantes que les toca caminar y es donde abusan los que ya estan involucrados	6/19/2020 11:33 PM
3	como va hacer para bajar la criminalida en salem ya que de hace uons 3 anos atras la crimanalidad subio, se escucharon mas noticias de tiroteos, mas accidentes fatales .Desde que se aprovo la marijuana recreativa	6/18/2020 9:53 PM
4	Bilingüe Bilingual	6/18/2020 5:30 PM
5	Su historial con ciudadanos y comunidades de color. No tener acciones disciplinarias por actos de perfil racial.	6/15/2020 1:48 AM
6	Más patrullas <input type="checkbox"/> en los lugares más solos para evitar muertes More patrol in more isolated places to prevent deaths	6/13/2020 10:07 PM
7	Que no esté afiliado con la supremacía blanca. Not be affiliated with white supremacists	6/8/2020 2:43 AM
8	Un jefe que enfoque a poner a todos sus policías en entrenamientos de diversidad, racismo sistémica y técnicas de disminuir violencia. A chief that will focus on giving all officer diversity training, systemic racism, and methods for diminishing violence	6/7/2020 12:28 PM
9	There's too many youth getting into drugs. Maybe investigate who the big dealers are, that are poisoning our youth.	6/7/2020 12:22 AM
10	que sea alguien fuera de esta area y no la promocion de algun personal actual por que entonces sigue el mismo pensamiento y las mismas practicas That is be someone not from this area and not the promotion of someone from within because then the same thinking and practices remain	6/4/2020 9:02 PM

QUESTION 7 RESPONSES

2. Give the opportunity to interact with organizations that work for the community and that families can feel like they are heard and have the confidence that they can reach out to him and know they have his support. That there be more officer presence in the schools since there is where students encounter situations like fights, gang recruitment, drugs, and there are many students who have to walk and on their walk is where they are abused or forced to participate
3. How will the chief lower crime in Salem since we're going on three years that crime is rising. We hear more news about gun shooting, more fatalities. Since they approved recreational marijuana
5. Have experience with residents and communities of color. Not have any past disciplinary actions because of racial profiling



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