

**Q11 The City Manager is the hiring authority for this position. Is there anything else you would like him to consider when he makes this appointment?**

Answered: 1,229 Skipped: 668

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#	RESPONSES	DATE
1	Consider a candidate a) that is an advocate of transformative change in the system and individual lives through strategic thinking, interventions & collaborations and b) strengthen relationship between police and the community by revamping the implicit biases training and cohesive crisis response plan to address individual and communal safety and security measures and finally.	11/11/2020 12:02 PM
2	To serve and protect should be the police departments main priorities. To serve means to be the leaders in crisis situations. We don't need psychologists helping de-escalate mental ill people-we just need a leader that can train the police to make good decisions and train the public about what's involved in policing. The public is unaware of the risks that police put themselves into. Find someone who can lead, train, educate the public and not back down to special agendas!	11/9/2020 8:00 PM
3	please get rid of police unions	11/9/2020 8:00 PM
4	Be an example. Follow European models of policing. EXPAND SOCIAL SERVICES NOT BY THE POLICE.	11/9/2020 7:59 PM
5	We need a David Brown with an understanding of our community and respect for regular people. The police union shouldn't run the police department.	11/9/2020 7:51 PM
6	No	11/9/2020 7:48 PM
7	Get past Race, we MUST move forward to enforcing the law with real consequences paid by lawbreakers!! If you do the crime you do TIME, immediately- because there are almost no consequences for lawlessness it rules. Race, age, who you are related to should have NO place in harsh penalties being levied against lawbreakers. && if you are shot or killed by the police the lawbreakers rap sheet MUST be exposed, they are not martyrs & if they are long time criminals with a long record of crime it SHOULD BE EXPOSED. It matters!!	11/9/2020 7:43 PM
8	The next Chief of Police should believe that Black Lives Matter. They should listen to the needs, and fight anti-Blackness.	11/9/2020 7:42 PM
9	Now more than ever is a trying time to be in law enforcement but it's absolutely essential that we have a resilient police chief with integrity and passion for the role. I imagine it's difficult to recruit and keep police officers motivated right now so someone who can build rapport and respect quickly will be so important. I will always support law enforcement and am very proud to back the blue of Dallas! Best of luck in the search.	11/9/2020 7:42 PM
10	We need more police out there. Simple. Every week there's a city being taken over and no accountability!!!!!!	11/9/2020 7:30 PM
11	Hire a chief who can be a very strong defender of his/her officers. They need a true leader to unite and support them.	11/9/2020 7:28 PM
12	Hire an individual who is a respected leader of all people, who will be a trusted protector, who will build the community's trust in the law & how it is enforced, which will in turn lead to order.	11/9/2020 7:22 PM
13	It's nice for constituents to get a chance to speak, but I personally didn't feel conservative views were honored in this survey. How can any answers be 'right' when it seems geared toward the 'left'?	11/9/2020 7:21 PM
14	The new Chief of Police needs to consider ways to cut their budget so that the money can be invested in the communities to prevent crime before the police even need to be involved.	11/9/2020 7:19 PM
15	Hire a Chief, not an activist	11/9/2020 7:11 PM
16	Track record of standing up to police unions/associations, and overcoming their efforts to shield bad apples from accountability for misconduct. Hire a leader who can sell new and existing talent and stop losing the best people to the suburbs.	11/9/2020 7:09 PM
17	I am happy to get some say in this, but this survey seems to just appease leftist activists and ignore the real issues facing the cities. It's embarrassing how this city has changed.	11/9/2020 7:07 PM
18	Make our lower income communities safer and peaceful !!!	11/9/2020 7:07 PM
19	A. Dallas has struggled with an increase in violent crime all over the City in the past year. There needs to be a refocus towards community safety. The recent trend of reducing police	11/9/2020 7:04 PM

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presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.

20	focus more on the qualifications of the individual and less on diversity and social pressures. Thank you for asking for our input.	11/9/2020 7:04 PM
21	To not make this about race because it isn't about race. It's a sin issue and every American in this country is privileged. To not bow down by the fake news and treat everyone with respect by upholding the law. Law and order. It is that simple.	11/9/2020 7:03 PM
22	Choice someone that will hold their officers accountable. That will do what's best for the community that they serve and work for.	11/9/2020 7:02 PM
23	Someone who understands and is able to respect the different cultures of our residents. Someone who is a strong leader but knows they are no better and no worse than anyone else. Will be a good role model, be firm, compassionate, fair and balanced to all, can form partnerships within the department and in the community. Honesty and knowledge of the law is very important. Someone who will love the job and not just see it as a stepping stone to more money and power. Someone who will earn respect and not demand it.	11/9/2020 7:02 PM
24	It's time to treat the entire community fairly.	11/9/2020 6:58 PM
25	Understanding the meaning of the word Policing	11/9/2020 6:57 PM
26	Addressing racial biases within the police force should be top priority. Anti-racist practices should be implemented and officers should be trained on bias	11/9/2020 6:56 PM
27	Police need help dealing with homeless and mentally ill citizens in this city.	11/9/2020 6:56 PM
28	Someone who politically is a "centrist".	11/9/2020 6:52 PM
29	The best police chief is one that doesn't end up on cable news.	11/9/2020 6:48 PM
30	There are some parts of Dallas that have no police presence the new chief should be able to recognize this as a problem and resolve it.	11/9/2020 6:46 PM
31	It doesn't matter if the chief is white black orange pink or green just hire someone qualified	11/9/2020 6:45 PM
32	Please think beyond trying to please the police union. Bad police officers give all officers a bad name, and police unions protect good cops and bad cops.	11/9/2020 6:45 PM
33	Please hire someone who is educated. Has experience. Doesn't hire their own company any to do an internal audit.	11/9/2020 6:44 PM
34	someone who will support and back his police force so they know they are not alone. We need a strong force to help keep crime down	11/9/2020 6:43 PM
35	This position must have someone stronger than most, forceful, means business.	11/9/2020 6:43 PM
36	Pick the best person for the job, whomever that might be	11/9/2020 6:42 PM
37	The need to have a strong Police Chief to encourage and hire more police officers to serve Dallas	11/9/2020 6:41 PM
38	More black women	11/9/2020 6:41 PM
39	Don't hire a chief who thinks community members are the enemy. Refuse a chief that will continue the practices of beating and unlawfully detaining protestors who take issue with their job performance.	11/9/2020 6:40 PM
40	Yes He needs to listen to the people in the Dallas community we need someone who has a listening ear a person that is fair and open minded a person who believes in diversity also a person that can and will hold officers accountable when needed. And someone that wants to interact with the community and set up programs that not only train police officers but programs that teach the officers and the community how to work together and build trust in the community when they are policing our streets and communities.	11/9/2020 6:39 PM
41	Experience over race or gender.	11/9/2020 6:39 PM
42	He needs to hire somebody WELL QUALIFIED. Ms. Hall is a perfect example of a unqualified person in the position	11/9/2020 6:36 PM

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43	Good character and a track record of success and fairness when policing and fighting crime.	11/9/2020 6:30 PM
44	Stop focusing so much on diversity, it doesn't matter what race our police officers or chief are. We want someone who will keep the city safe, deescalate issues (especially riots and violent protests). Don't just get someone new just to appease the left, it shouldn't be so political	11/9/2020 6:26 PM
45	Homelessness should not be an issue the police deal with. There needs to be a larger budget to deal with homelessness not criminalize it.	11/9/2020 6:25 PM
46	Try to move beyond the media message and get back to the fundamentals of community safety and what the community is paying for through taxation. Recognize the massive amount of money taxpayers pay, specifically property owners in Dallas County, to fund our municipalities. The "national political narrative" and some of the other checkbox options listed in this survey have NOTHING to do with the position or policing. Get back to the core of the job and create and support a safe community first. Woke media should not be a consideration, just as it should not be an excuse for destruction of property and stealing.	11/9/2020 6:23 PM
47	Hire from within talk to the leaders in the police department and union for best possible candidates. Leave personal feelings aside.	11/9/2020 6:22 PM
48	Education does not equal intelligence.	11/9/2020 6:20 PM
49	Hire the most qualified individual available and don't focus on race or gender.	11/9/2020 6:20 PM
50	We need much more focus on police training. Please hire a candidate that wants to get input from the community on new policies to implement that works for police and general public. Also, we need a chief that will focus on maintaining constant periodic training with officers to better de-escalate situations. A police chief that has a positive impact with the Dallas community is priceless. We need someone that has a vision to decrease tensions and lead a real initiative to create a healthy relationship with the citizens of Dallas.	11/9/2020 6:19 PM
51	The city needs someone very tough on crime and unpeaceful protests. We want our community safe. There is no room for tolerance to individuals who loot and deliberately harm the city of Dallas businesses and communities.	11/9/2020 6:19 PM
52	We need a police chief who is tough on crime!	11/9/2020 6:18 PM
53	Please hire someone that is competent. The last lady was complete unqualified for the job but she reached the "African American" quota. Please don't focus on race or gender but focus on who is best for the job.	11/9/2020 6:17 PM
54	Bilingual Ability (Spanish/English) Experience working in a multi-ethnic multi-racial environment.	11/9/2020 6:15 PM
55	I wish the Mayor had final hiring authority since the City Manager has proven to be a poor decision maker. Look at the current Police Chief, who has destroyed DPD.	11/9/2020 6:14 PM
56	Just take your time, no hasty decisions.	11/9/2020 6:13 PM
57	N/A	11/9/2020 6:13 PM
58	As I'm sure he is aware, people have lost trust in police departments across the country. It's imperative that the next Police Chief understands this and rather than combatting it, works to improve trust within our community.	11/9/2020 6:12 PM
59	This needs to be a non political appointment. The person hired needs to prioritize community safety and trust. We are tired of waiting hours for a 911 call. Retention of the police force should be a huge priority.	11/9/2020 6:11 PM
60	Choose a woman	11/9/2020 6:11 PM
61	We need more officers! Street racing, theft/robbery, violent crime has gotten out of control. We will need someone who is very strategic to do more with less resources.	11/9/2020 6:11 PM
62	Internal enforcement of accountability among the staff of the police department whenever they break the rules and regulations of the department, the city, and the community.	11/9/2020 6:09 PM
63	Not white. Texas native.	11/9/2020 6:09 PM
64	Experience in doing the most with less than optimal resources. Our city's police force is understaffed and doesn't pay competitively, so he or she has to recruit well	11/9/2020 6:09 PM

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65	I want a police chief and a police force that is very tough on crime . We must send a loud message to the violent criminals and gangs that violence will not be tolerated in Dallas . Clean up South Dallas . I want Dallas to be the city in Texas that has zero tolerance for violent crime . Violent criminals are not welcome in Dallas . Obey the laws or go to jail . Period .	11/9/2020 6:09 PM
66	I just want someone who is both capable of doing the job and cares about the effects policing has on the community.	11/9/2020 6:08 PM
67	I am not a person of color but think it would go a long way to find a very smart, capable, experienced person of color to run the Dallas PD. I genuinely believe the Dallas leadership has been so much better than leadership in other cities across the country and think that would be extremely helpful in building trust with the community	11/9/2020 6:08 PM
68	Question 2 doesn't give an option for both living and working in Dallas. I live and work in Dallas but don't own a business.	11/9/2020 6:07 PM
69	Fake paper license plates, noise compliance from aftermarket mufflers, drag racing in neighborhoods will help decompress agitation. Josey Lane and Modello need a constant presence. A police office in the Marcus recreation building facing Josey with a DPD sign would do a lot.	11/9/2020 6:07 PM
70	Have Broadnax get help, his hires are generally atrocious.	11/9/2020 6:07 PM
71	Someone who has a creative solution for dealing with the constant drag racing issue.	11/9/2020 6:05 PM
72	I guess my greatest concern are gang activities and violent crime. Also, I am mortified that Dallas Police don't stop racing cars. At night, I hear cars racing at high speed on Central Expy and in residential neighborhoods. I live in Cochran Heights, for your reference. Property crime is also out of control. Thank you for this survey, and I appreciate the opportunity to provide input.	11/9/2020 6:04 PM
73	I know TC will make a good choice	11/9/2020 6:04 PM
74	No	11/9/2020 6:04 PM
75	We don't need cops for things that require a social worker. We don't need pepper bullets and spray. We don't need officers that harass people that are unhoused. We need someone who understands Dallas and not the suburbs around it.	11/9/2020 6:03 PM
76	I would like to see a chief that promotes a strong police force that will not bow down to organized groups that want to take our city hostage. Lawlessness is never acceptable in any circumstance.	11/9/2020 6:02 PM
77	I was just curious about what kind of questions there were.	11/9/2020 6:02 PM
78	I think they should be strong in the community. Willing to reach out to the community & not just community leaders.	11/9/2020 6:01 PM
79	NA	11/9/2020 6:00 PM
80	Don't be political. Hire the best man/woman for the job. We do not need hyper-politics in police.	11/9/2020 5:59 PM
81	Malik Aziz has an excellent history in our city on multiple levels and would have been the right choice before our last chief was chosen from another city. I'm very disappointed in our choice of city manager, who seems to be the fault for missing this appointment last time.	11/9/2020 5:55 PM
82	If a white man happens to be the ideal candidate, don't be pressured into NOT hiring him by the liberal idiots. I personally do not care what race/gender the candidate is, as long as they are qualified. Don't cave to "politically correct" mob-think.	11/9/2020 5:54 PM
83	Please choose someone who lives in Texas. Someone who is strong, fair and won't take crap from people who break the law. Someone from the Texas Rangers, our police department or the sheriff department or some other law agency in Texas that has experience and knows how Texans like things done in our state. Someone who can stand up for justice and do the right thing even when it may not be popular. Someone that won't be a puppet.	11/9/2020 5:51 PM
84	Best person for the job. Not for other reasons. Choose someone from Texas.	11/9/2020 5:50 PM
85	Think about crime reduction, not about police force reduction.	11/9/2020 5:47 PM
86	No more tear gas and rubber bullets. Do not lean on state troopers and neighboring police	11/9/2020 5:45 PM

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departments when dealing with unrest in our community. Boldly expand community services beyond DPD.

87	Choose someone who has extensive law enforcement experience in the state of Texas.	11/9/2020 5:44 PM
88	I totally respect all our policemen. They have jobs that never end. I want my chief to be tough with compassion. We need more police in our cities, nothing else will work.	11/9/2020 5:44 PM
89	Large City organizational and leadership experience. Prior experience as a patrolman.	11/9/2020 5:44 PM
90	Please leave politics out...please do not make it about democrats or republicans. Make it about all of us...Americans.	11/9/2020 5:43 PM
91	It is essential that choke holds and police chasing are not permitted and reason for dismissal.	11/9/2020 5:42 PM
92	I have confidence in the City Manager, and I believe the vetting process will bring the best candidates to the stakeholders and decision makers.	11/9/2020 5:40 PM
93	Need someone who is action not talk	11/9/2020 5:40 PM
94	Must hire a police chief who will actively move the DPD from a us vs them mentality to one that is focused on improving community relations. The new chief must also root out and eliminate racist officers and make sure they never work in law enforcement again. Finally, a demilitarized police force that ensures the safety of all citizens.	11/9/2020 5:34 PM
95	Not letting the Police Union sway your decision	11/9/2020 5:34 PM
96	Experience dealing with police associations may end up being important.	11/9/2020 5:33 PM
97	Pick a person to lead us into the future. We need a fresh look at things. End the "us against them status quo. Make the selection process better to weed out people who are NOT mentally equipped to handle having authority over other people.	11/9/2020 5:30 PM
98	Please make sure whoever is hired will work with the Latino community to ensure immigrant communities feel safe and secure in the city.	11/9/2020 5:24 PM
99	Look for EXPERIENCE! A certified, ready to go day one, professional, Chief of Police. Race, Gender, Orientation, not important. An experienced professional with strong leadership skills, and a little charisma would be nice	11/9/2020 5:23 PM
100	New hire should spend some time getting to know the force as it is presently constituted before making drastic changes.	11/9/2020 5:18 PM
101	Surveys already have a selection bias, but I'm glad you're posting this. I would've liked to see options around mental health.	11/9/2020 5:16 PM
102	That the police chief supports their officers. The police chief MUST support every single officer by being by their side if they do the right thing, by giving them access to more training resources weekly and monthly and by giving them personal benefits like pay, medical and life insurance. The chief must be transparent and be able to communicate with the community and enforce fairness and equality and ACCOUNTABILITY.	11/9/2020 5:16 PM
103	The thoughts on what steps will be taken to reduce the extremely long period of time for police response in certain areas.....not favoring particular areas over other areas,	11/9/2020 5:14 PM
104	Go with your first instinct. Listen to the leaders in the community. Good luck.	11/9/2020 5:10 PM
105	Dallas must have a police chief who represents our civic values of Equity, Ethics, Excellence and Empathy.	11/9/2020 5:09 PM
106	A candidate's empathy, respect of EVERYONE, and, as a gay man, I see nothing about LGBTQ citizens and that is a failure.	11/9/2020 5:08 PM
107	Do not hire based on race or gender, hire based on ability. We need a strong, capable police chief, not somebody that is chosen based on social standards.	11/9/2020 5:08 PM
108	No	11/9/2020 5:05 PM
109	Please make sure the person head and heart is in the job. We need someone that has a great deal of passion for the work rather it's a man, woman, gay or straight that doesn't matter we need a good person doing a great job.	11/9/2020 5:03 PM

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110	I respected Chief Brown's ability to get in the neighborhoods and reach out to the people. Morning Coffee Talks at McDonalds, listening to the people, reassuring the people, just taking the time to integrate with us! How I wish he would come back.	11/9/2020 5:02 PM
111	I would like someone who will prioritize a crackdown on the use of bogus temporary license tags, thus reducing the ability to track down much of the street racing going on in town.	11/9/2020 5:02 PM
112	1) Focus on an experienced candidate that can balance community relations with proper enforcement of the law. 2) I personally think an African American male would be the best for the city especially one that has worked in a southern city with experience reacting to unconscious bias within the workplace and community. 3) We need to know his plan to recruit and train new officers to balance proper enforcement with use of force to reduce crime.	11/9/2020 4:56 PM
113	Be color-blind and gender-blind. Pick the best candidate.	11/9/2020 4:47 PM
114	Tough on crime, tough on gangs, pro-active in a riot crisis, not involved in socializing politically, a man of the people not corporations.	11/9/2020 4:47 PM
115	Consider interviewing candidates from within DPD	11/9/2020 4:43 PM
116	Please do not defund the Dallas Police Department. Don't take more of the police budget than what has already been taken. Dallas needs ALL the police the city can get and we need to be more supportive of our police department. We need each other.	11/9/2020 4:42 PM
117	Police officers should not be above the law. Need someone who will hold officers accountable for breaking the law.	11/9/2020 4:40 PM
118	Please be diverse in the decision making process remember the 4 E's that he has implemented and use them.	11/9/2020 4:36 PM
119	I would like a chief who remembers that the officers put their life on the line every day and need support from their boss! I think too many people forget this important fact.	11/9/2020 4:33 PM
120	Please choose a person who is a peacemaker, and not divisive for our city.	11/9/2020 4:31 PM
121	Someone who doesn't cave to political pressure and noisy protestors	11/9/2020 4:24 PM
122	We want a chief that enforces the law No more panhandle. No more non prosecution for theft under 750.00	11/9/2020 4:20 PM
123	Reducing crime in our city should be priority #1. Crime in Dallas has become unacceptable and is increasing at an alarming and unacceptable rate.	11/9/2020 4:17 PM
124	Needs to be experienced in management and be familiar with Texas.	11/9/2020 4:15 PM
125	The City Manager has shown contempt for the citizens he serves. He failed to meaningfully defund a corrupt police department. I do not trust him to do the right thing when hiring the new chief.	11/9/2020 4:12 PM
126	Trust in Officers	11/9/2020 4:08 PM
127	Yes, let's NOT hold the Police Department responsible for homelessness and mental illness problems. Let's figure out a real solution to these challenges without burdening the police. However, IF DPD must respond to these calls, training on deescalation MUST be a top priority.	11/9/2020 4:08 PM
128	Leadership	11/9/2020 4:06 PM
129	The department needs a real leader. The only person within DPD who is exceptionally qualified to lead right now is Assistant Chief Shaw. She does not get involved in the politics and is always looking to attract the best talent. The department needs more people like her.	11/9/2020 4:03 PM
130	Hold people accountable.	11/9/2020 4:02 PM
131	I am head of a neighborhood crime watch and have been involved in some kind of crime watch no less then 30 years give or take, I have seen police chiefs come and go, all with claims of community involvement that start off great but seem to fizzle as time go by. I personally expect more from our community police officers, but most of the time it's show and tell, even now when I call or email our crime watch NPOs for guidance or information all I received is the sound of crickets in the night, I look forward to no less than a reply, an email or a call back, but not to be totally ignored, But yet the police department would like crime watch and community groups to be the eyes and ears in the community, and a liaison in sharing	11/9/2020 4:00 PM

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information, but not to be left out of the communication loop. The culture of any police department always starts at the top (chief) and works its way down. The new chief needs to be sure his command staff work closely with crime watch's and neighborhood groups to be sure that we get the information we need for our community and our neighborhood, to stay informed and keep our families safe. when we asked for it. My last note police training really needs to have a close look at. I have come to three conclusion three reasons for the amount of police shootings here in America of people of color: a racist officer a scared officer an untrained officer

132	Let's try and at least consider a White Police Chief. The city has had a lot of problems with our Minority choices. Diversity is NOT at the top of most citizen's list. I realize this is a Democratically run city, but reverse discrimination is not good! I'm sure this will get no where, but believe me you need to listen.	11/9/2020 3:58 PM
133	All the community wants is honesty but as a life long Dallas native I know first hand that's hard to come by	11/9/2020 3:58 PM
134	We (Dallas residents) feel as if we must police our own communities. The lack of police presence, no-showing 911 calls, etc is going to get the city of Dallas sued one day.	11/9/2020 3:53 PM
135	Keeping Dallas residents safe is the #1 priority	11/9/2020 3:53 PM
136	Be wise in your authority in hiring the next Police Chief....	11/9/2020 3:51 PM
137	Do a favor don't get another one like you picked this last one. As far as I'm concerned she is worthless	11/9/2020 3:49 PM
138	Allocate more money to social services. Every call doesn't need to be to the police.	11/9/2020 3:49 PM
139	He needs to hire the most qualified and competent man or woman for the job.	11/9/2020 3:47 PM
140	Promote someone who knows Dallas and its problems. You don't need to choose another outsider.	11/9/2020 3:43 PM
141	Be aware of needs in each community in Dallas and make it happen. Be fair.	11/9/2020 3:41 PM
142	That each community is important and accesible to the citizens.	11/9/2020 3:36 PM
143	Please use merit for the basis in hiring. Not political correctness nor political alignment. If Dallas wants to upgrade this city then be solution oriented and stop worrying about appeasing the community planners that bring nothing to the table and only take away from the community.	11/9/2020 3:35 PM
144	The chief should be a long-time Dallas resident as well as have been a long-time Dallas cop.	11/9/2020 3:34 PM
145	Ask God to help him make the right decision for the right person.	11/9/2020 3:33 PM
146	If there are any good candidates from within the department, they should be looked at closely before going around the country to find someone new to this area. If there are candidates that spent time in this area, earlier in their career, consider them as well. I'm not sure the current department is capable of handling a substantial delay in building a cohesive team to move forward.	11/9/2020 3:33 PM
147	I believe you should hire someone with the capacity to overhaul the function and resources of Dallas's police officers. Someone who is capable of doing better with less.	11/9/2020 3:26 PM
148	City of Dallas has got to deal with the crime issues or people will move to the suburbs again like they did in the '80s. if crime doesn't get under control our tax base will be crushed as people move out of the city.	11/9/2020 3:22 PM
149	Want law and order through respect and fairness!	11/9/2020 3:18 PM
150	Unfortunately, police time/response is very slow. Please try to find a way for the police to respond to an emergency call ASAP.	11/9/2020 3:17 PM
151	Hire someone with all of Dallas in mind not just the ones with deep pockets	11/9/2020 3:11 PM
152	Give significant consideration to prior internal applicants who are especially familiar with Dallas and the Department.	11/9/2020 3:10 PM
153	Hire our next Dallas Police Chief from within the current or retired Dallas Police Department	11/9/2020 3:07 PM

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ranks. We currently have 3,000 + Great Dedicated Police Officers. I know without a doubt there is 5-10 Exceptional Qualified Police Officers to consider that would Serve Dallas and it's Citizens Extremely Well in the role of Dallas Police Chief.

154	no	11/9/2020 2:55 PM
155	The next police chief should be someone willing to take the side of the community not the police department. It must be someone unafraid to remove toxic officers with poor performance and excessive complaints. A police chief that will advocate for social change rather than simple enforcement is an absolute requirement.	11/9/2020 2:53 PM
156	must have proven record solving problems we are facing in Dallas.	11/9/2020 2:50 PM
157	The chief should listen to employees and employee unions, but is not afraid to say NO to unions when applicable. Ensure officers police the same South of Trinity as they do North of Trinity. Equity in Policing!!! Increase Psychological testing at hiring to to see if racial bias tendencies can be determined. Chief should have courage to call out rogue officers and not hide behind color of blue or some archaic policy.. EQUITY IN POLICING	11/9/2020 2:42 PM
158	I want the police department to feel that they can trust their chief and he or she has their back, but not at the expense of holding bad cops accountable.	11/9/2020 2:41 PM
159	Someone with innovative practices when hiring jr police officers. The officers need to be able to communicate with the communities they police, not be robots.	11/9/2020 2:38 PM
160	We need a non-political, educated, confident individual who can calmly and courageously make ethical and non-biased leadership judgments for the good of ALL our residents.	11/9/2020 2:38 PM
161	Do not forget about Oak Cliff....	11/9/2020 2:36 PM
162	Yes, There are great leaders with the department. Please consider within.	11/9/2020 2:33 PM
163	No	11/9/2020 2:33 PM
164	Safety safety and more safety. No defunding or lessening of overtime or anything else for the police. More widespread support and weed out truly bad apples before they cause unwarranted harm	11/9/2020 2:29 PM
165	We have got to have more officers. The police don't even respond anymore unless someone is killed. The police never responded to my hit and run. I waited 4 hours	11/9/2020 2:26 PM
166	I would like the new police chief to root out any systemic racism in our Dallas Police Department and figure out how to keep our well trained police officers from being hired by surrounding cities. Maybe dallas police officers need to be paid more?	11/9/2020 2:26 PM
167	We don't have the secret to success. However, the key to failure is to try and please everyone. Make sure there is great integrity in the candidate. We must all strive to do what is right. The rest is in God's hands.	11/9/2020 2:26 PM
168	Proven accomplishment as a Police Chief of a major metro area. Last hire was completely lacking in this area.	11/9/2020 2:25 PM
169	I just want a safe city where we can all prosper and not worry about violent crime or loss of business.	11/9/2020 2:24 PM
170	We should remember that the Police Chief is "local" law enforcement... not national. National organizations should have no voice in the selection of our Police Chief. A solid professional track record is a must. Skin color, gender, orientations, etc should have absolutely no influence on selection. As both a resident and business owner in the city of Dallas, the safety and security of my family and staff is my primary concern. Results, not political placation, is what matters in policing. I not only support the front line workers, I have personally led fundraisers for the officer killed in the line of duty. I believe strongly that the cops on the front lines need a Chief who will stand behind them and not another politician.	11/9/2020 2:23 PM
171	It would be nice if someone within our police department were made Chief of Police. That person would already have an understanding of Dallas and it's needs.	11/9/2020 2:23 PM
172	Someone who will bring law and order	11/9/2020 2:21 PM
173	I'd like someone that wants to eliminate qualified immunity for police.	11/9/2020 2:20 PM

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174	best practices, standards, community policing, raising pay scale, retention of officers	11/9/2020 2:18 PM
175	Someone who has a proven track record of good leadership.	11/9/2020 2:16 PM
176	Character	11/9/2020 2:14 PM
177	Law and order benefits everyone. Everyone wants to feel safe in their communities. Drugs gotta go. It creates vagrant populations and homelessness. Do something about vandalism and graffiti... harsh punishment and create infiltration/informant program. Allow community to help! I've tried contacting the volunteer in patrol program multiple times and never heard back. I also asked the graffiti contact how to get involved with clean up and never heard back.	11/9/2020 2:10 PM
178	Good luck. Policing should in my opinion be on the way out. Its had its chance and I think any style of policing has proven to work against the people. Thanks, Kevin Kettle.	11/9/2020 2:08 PM
179	Find the best qualified person for the job based on their experience, & skills.	11/9/2020 2:07 PM
180	Safety and Security of the City of Dallas are #1 Priority for Police Chief	11/9/2020 2:04 PM
181	Leadership	11/9/2020 2:03 PM
182	Previous experience policing a large city such as Dallas.	11/9/2020 2:02 PM
183	Understand that most people support our police AND Black lives matter /civil rights.	11/9/2020 1:58 PM
184	Chief of police should be personable and for all people in Dallas.	11/9/2020 1:58 PM
185	Lowering his city funded payroll and putting that toward the police budget.	11/9/2020 1:58 PM
186	Yes, base the hire on the individual's experience and performance, not on their gender or color of their skin!	11/9/2020 1:57 PM
187	I would hope that Texas talent can be a priority in the hiring process and someone who can improve officer morale.	11/9/2020 1:55 PM
188	Hire highly proven Chief of Police from another City with population & demographics equal to COD or promote DPD Assistant Chief of Police highly respected & experienced. Also consider abilities to LEAD & MOTIVATE existing DPD officers & new hires.	11/9/2020 1:54 PM
189	What happened to the last one? I liked her.	11/9/2020 1:54 PM
190	Make sure the budget is adequate to fund a top of class police department, then hire a chief that had built and currently successful in managing a fair and equatable department that enforces laws and is considered top of class. Give him or her tools and support to do the job.	11/9/2020 1:53 PM
191	There needs to be more oversight on the activities of some officers (drug testing might be revealing for some); the new Chief should be one who is able to restore integrity to the department and develop trust from the community.	11/9/2020 1:51 PM
192	Support our hard working police and their safety	11/9/2020 1:51 PM
193	Spend more on non-officers (social work, etc), even if it still rolls budgetarily under DPD.	11/9/2020 1:50 PM
194	I would like for the mayor to consider firing the city manager if he doesn't support the safety of the citizens of Dallas by allowing the police chief enough money to hire and retain competent, honest, and fair officers. Also, the police department needs to be allowed to do their job, rather than having their hands tied in so many ways.	11/9/2020 1:50 PM
195	Do a much better job this time. Don't be so publicly arrogant and don't appear to be above criticism for your hire. You last one was an unmitigated disaster and she didn't have the background nor breadth of experience to handle this position. I know 2 officers personally and both said she garnered no respect or support or credibility from the police officers. Take your arrogant and condescending attitude out of the process and get more local citizens input.....or do Dallas a big favor and take your high priced position to a city who will appreciate it and you more.....how about Portland Mr Broadnax?	11/9/2020 1:50 PM
196	Hire the most qualified Person regardless of gender or race!	11/9/2020 1:49 PM
197	Malik Aziz, from within the DPD, would make an excellent Chief.	11/9/2020 1:47 PM
198	Best person for the job.	11/9/2020 1:44 PM

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199	Choose a person with high moral character and determination to make Dallas an example of how a city should be run.	11/9/2020 1:40 PM
200	Hire internally! Don't waste several hundred thousand dollars doing a nationwide search.	11/9/2020 1:40 PM
201	While I understand my concern around police training is not the sole responsibility of the Police Chief, I want the next Chief for this city to be someone who is actively seeking to transform this force and police training. I am under no illusion that we can perfect this force, and I understand that there are massive budgetary constrictions in the city. But I believe that a highly capable police force is even more important than an abundantly staffed one. I would like the focus of the new chief to develop our officers into specialized agents, reminiscent of what we see in northern Europe. I want part of the future identity of Dallas to be that it is a gold standard for officer training and performance. It will be a long road, but I support our efforts to get there.	11/9/2020 1:40 PM
202	Search for experience. There is experience within DPD: Do not overlook excellent candidates who are already on the force. Chief needs to be able to plan tactical actions well and have wisdom in decision-making. Chief should respect various communities within the larger Dallas but not be beholden to them and NOT be under their authority. Reject any notion of defunding DPD.	11/9/2020 1:38 PM
203	Look deeply within our local police department for leader. In my opinion, the best police chief we have had in years was a native who worked his way to the top, David Brown	11/9/2020 1:37 PM
204	Pick someone who is not afraid of the communities in which they work.	11/9/2020 1:33 PM
205	I'm happy I'm able to feel like I have a say in this, but the survey seems to appease the leftist activists and not focusing on the main issues within communities. It's embarrassing the change in the city.	11/9/2020 1:30 PM
206	The City Manager has no business nor is he capable of picking a police chief... Look at the last pic / disaster...	11/9/2020 1:29 PM
207	Find chief who can retrain officers in use of deadly force & knows how to eliminate threat without killing while still protecting property & public safety.	11/9/2020 1:28 PM
208	We need someone who understands the unique challenges we have in Dallas, including our shockingly segregated and differentiated neighborhoods, the urban sprawl, and especially the homelessness issues we have. Someone with experience in a city of similar size and struggles, with a proven track record of performance and people management is key!	11/9/2020 1:25 PM
209	New city manager	11/9/2020 1:23 PM
210	You have failed in all your duties. Am surprised you are still employed. Please try to use the advice of the recruiting firm.	11/9/2020 1:23 PM
211	N/A	11/9/2020 1:11 PM
212	I strongly oppose defunding the police. Instead, they need better resources and training to deal with the chronic issues in this city.	11/9/2020 1:11 PM
213	A Person that's Already been part Dallas Police Department Aleast 10 years	11/9/2020 1:11 PM
214	There was not a place to indicate that I would ALSO like to see non-violent crime reduced and greatly increase staffing for reduced response times and greater police presence.	11/9/2020 1:11 PM
215	Allow the chief to hire the same ratio of police to citizens as the Park Cities. Increase budget to compare to Park Cities	11/9/2020 1:10 PM
216	Consider people of color and/or a woman - someone who represents our community.	11/9/2020 1:10 PM
217	The police should look like the protesters. All colors, and should live where they police.	11/9/2020 1:09 PM
218	Please consider someone who can identify with the issues in our Black communities and someone who will place the appropriate resources into the Black communities to resolve our crime issues humanely.	11/9/2020 1:07 PM
219	We need a chief who will hold accountable illegal activity made by police staff. Please focus on having a clean force that would be held to a higher standard, facing termination, in any other line of work or duty.	11/9/2020 1:05 PM

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220	Pick the most qualified candidate, not the one the media wants you to pick.	11/9/2020 1:03 PM
221	Consideration of some of our current leadership team members that have developed meaningful relationships in the city and region.	11/9/2020 1:03 PM
222	I want law and order. Protests off the streets and onto the sidewalk. I don't want any more windows broken or businesses destroyed during protests. Stop letting them get out of hand. We, the citizens of Dallas demand and deserve this.	11/9/2020 1:03 PM
223	Please hire a Chief of Police from outside the Department to bring fresh perspectives to the challenges facing the Department today.	11/9/2020 1:02 PM
224	Hire Major Malik Aziz as the next DPD Chief of Police.....!!!!	11/9/2020 1:02 PM
225	Dallas needs a conservative police chief with a strong backbone. Someone who is focused on and has a track record of reducing the crime rate. Someone who will make sure that officers receive the best training available. Someone who will not step to the side and allow progressive, far-left activists tell them how to do their job.	11/9/2020 1:01 PM
226	LGBT Liaison	11/9/2020 12:59 PM
227	Please be fair and evaluate any complaints the candidate may have had. Lots of complaints should not be tolerated.	11/9/2020 12:55 PM
228	Consider the best person for the job who should have had this job from the very beginning. Malik Aziz point blank his resume speaks volumes.	11/9/2020 12:54 PM
229	Cognizant of social-psychology, aware of own personal bias, make diversity training - as well as to shoot to disarm, not to kill - mandatory for self and all police officers, experienced in non-violent crowd control.	11/9/2020 12:50 PM
230	Don't be afraid to hire another woman! Let's keep these glass ceilings destroyed and never repair them. Thank you for breaking it at DPD. May the Lord bless you and give you strategic direction.	11/9/2020 12:50 PM
231	Hire the best possible candidate for the job, not one that fulfills a quota, or checks off a box.	11/9/2020 12:50 PM
232	Stop the rising crime in Dallas and the lawlessness, both on the street and in the city!	11/9/2020 12:49 PM
233	The New Police Chief should be able to build strong relationships with business owners, religious leaders and school officials to build trust and recruit officers with a understanding the diversity in Dallas.	11/9/2020 12:49 PM
234	I would like to see more Street Patrols, Cops that the area gets to know and that get to know their neighborhoods and neighbors. This is proven to reduce crime.	11/9/2020 12:41 PM
235	Reduce crime, hold citizens accountable for wrong doings. Do not become social workers as other departments within the City of Dallas framework addresses social worker solutions.	11/9/2020 12:40 PM
236	What are the feelings toward having community reps as part of police inquiries where incidents might be submitted?	11/9/2020 12:40 PM
237	N/a	11/9/2020 12:38 PM
238	We need to hire a strong male warrior figure to this post, with tons of experience in putting criminals in jail.	11/9/2020 12:33 PM
239	I would like to see the amount of new officer retention increased. Most new recruits receive a bonus, yet are recruited once they graduate, to other surrounding municipalities. There should be a mandatory stay period of at least 2 years after graduation, or if they decide to leave, they must pay back the bonus prior to leaving.	11/9/2020 12:33 PM
240	Dallas Texas Deserves to Be A Prosperous Safe Haven for All!	11/9/2020 12:31 PM
241	Hire back Chief Brown!	11/9/2020 12:30 PM
242	Talk with the community organizations like Texas Organizing Project	11/9/2020 12:29 PM
243	It will likely be easier to hire someone who sounds good than someone who has actual answers. Hold out for a candidate who has practical solutions to things like 911 response time. It'll be a bonus if this person sounds good on Twitter, but please prioritize community relations and safety over internet moments and sound bites.	11/9/2020 12:29 PM

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244	Bilingual	11/9/2020 12:27 PM
245	hire someone that is qualified to do the job and not what's politically correct	11/9/2020 12:26 PM
246	Consider all citizens and neighborhoods when assessing a candidate for fairness and community based policing, not just the most troublesome and economically challenged. We all need the police.. we dont need a mouth piece or showboat.	11/9/2020 12:25 PM
247	Can we increase police officers' pay and decrease the influence of the union - at least to the point where bad cops can be fired?	11/9/2020 12:25 PM
248	Treat all citizens equally. Stop putting Police on defensive. Stop playing 'arm-chair quarterback' with an Officer's decisions/actions. Enforce citizens must respect Police authority. Race is irrelevant, stop using it to excuse crime. If a citizen runs, threatens, assaults an officer there must be equal consequences.	11/9/2020 12:21 PM
249	Dallas is growing so quickly, I think tackling the growing abuse of street racing and the groups that are taking control of our streets and neighborhoods. There is something off with the city since this has started. This group is basically taking over the city. It is worrisome for the city. We all want to keep the integrity of the community of Dallas.	11/9/2020 12:18 PM
250	Have a hiring committee and encourage the use of psychological assessments when hiring to ferret out the racist, power motivated applicants at the start.	11/9/2020 12:18 PM
251	Please consider hiring somebody who represents the community they're supposed to protect and serve. The next police chief should be a zealot for holding their officers accountable.	11/9/2020 12:18 PM
252	The candidate that is hired must not be expected to do anything less than the ridiculously high bar Chief Hall was expected to meet.	11/9/2020 12:17 PM
253	Broadnax!! This time, LEAVE YOUR PERSONAL/PROFESSIONAL desires OFF, OFF, OFF the table!!!! Seriously consider hiring a chief who will be more than a political puppet to you!! You should be working towards what is best for the entire City of Dallas and its citizens, rather than what is politically best for you!!! (It is really too bad that we can't vote on your position!) You previously passed over several talented, more than capable DPD supervisors who would work for the betterment of Dallas as a whole, who KNOW Dallas and its demographics (which you DON'T!!!), but who would ALSO be very supportive of ( and hold accountable) ALL ( get that? ALL) members of DPD!!!! Your last hire for DPD chief was an EPIC FAIL!!! A female - fantastic!! A minority - fantastic!!! But qualified??? Not even close!!! Set your ego aside this time, Broadnax, and hire a new DPD chief based on WHAT IS BEST FOR THE CITY OF DALLAS, Dallas CITIZENS and DPD!!!	11/9/2020 12:10 PM
254	Hire based on experience and candidate quality not on quotas.	11/9/2020 12:10 PM
255	Hire more police and give them a raise. My neighborhood is covered with graffiti and I hear gunshots about 4 nights a week.	11/9/2020 12:09 PM
256	Personally, I think it would be great to have someone who recognizes that policies within minority communities need to change and make Dallas a leader in that kind of change. Someone who isn't afraid to answer tough questions honestly and isn't afraid to be transparent in their policies. Require police cameras to be on at all times and provide quick access to those videos for the media and public.	11/9/2020 12:05 PM
257	Find someone with skills and abilities similar to Art Acevedo in Houston.	11/9/2020 12:03 PM
258	DO NOT DEFUND THE POLICE.	11/9/2020 11:59 AM
259	Just somebody Fair honest and trustworthy	11/9/2020 11:59 AM
260	Reduce crime in our city. Add more officers	11/9/2020 11:52 AM
261	Hire someone who has the ability to bring all people together and for the job of trying to eliminate the inherent racism in this city. He must train his officers to use their weapons as the VERY last resort in any situation. To back off if necessary to save a life. I know it's not going to be easy, I even think Jesus would find it difficult, but if not tried that would be the worst sin.	11/9/2020 11:49 AM
262	Take the politics out of the position. Cities who have a supportive and collaborative relationship with their police force attract quality candidates. A qualified candidate should be allowed to do their job to the best of their ability, not be inundated with being asked to be political media	11/9/2020 11:48 AM

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mouthpiece. There are numerous problems in our City. A qualified candidate should be able to identify those on his/her own. They don't need the City Manager, politicians, media telling them how to do their job and prioritize their job for them. City of Dallas does not need nor want a Police Chief that is nothing more than a spokesperson. That is a critical waste of our recourses. Unfortunately, the job description says otherwise. That to me says the person writing the job description doesn't get it nor have a clue. Let me guess.... intern for the City Manager?

263	Must value deescalation practices above arrest and violence. Must actively and obviously promote diversity and have zero tolerance for discrimination or creation of hostile work environment. Must view ALL community as deserving of their care, their respect, and their protection. Must ONLY be motivated by desire to serve and to lead, and NOT by any desire for personal respect or prestige. Must view entire community as their ally and not as a hostile population.	11/9/2020 11:47 AM
264	Have a compassionate heart towards all people regardless of there zip code or where they resides.	11/9/2020 11:47 AM
265	Find another David Brown.	11/9/2020 11:45 AM
266	They have to do what's in the interest of the public.	11/9/2020 11:42 AM
267	A police chief that resembles the racial make-up of the city.	11/9/2020 11:42 AM
268	Please choose the best person for our chief - rather than the best gender, race, etc.. If two candidates are of equal standing and quality, please consider choosing the one who is already in our Dallas PD, hiring from within. Thank you for this opportunity for input.	11/9/2020 11:40 AM
269	Find someone who will acknowledge that police dont prevent or reduce crime, they only investigate. Crime cant be prevented or reduced until society recognizes the causes of crime.	11/9/2020 11:40 AM
270	I really wish this survey had more to do with actual policing, and less to do with social issues. We need to allow our police to do their jobs, period. Anything less is a waste of resources and time. I don't know how defunding or taking away from the police ever became an idea in the first place!	11/9/2020 11:37 AM
271	It is important to promote diversity through the hiring process, but hiring simply on diversity and not based on merit is not the answer. There are diverse candidates already on staff within the police department that care about the well-being of Dallas and its citizens as opposed to padding their resume and using Dallas as a stepping stone. Look within the Department and surrounding communities for qualified candidates before immediately giving preferential treatment to outside candidates. Recommend Malik Aziz or Charles Cato.	11/9/2020 11:36 AM
272	Leave politics out of the selection and emphasize ability and integrity.	11/9/2020 11:33 AM
273	The police should be fully funded, staffed, trained, and demilitarized. If a person, homeless or otherwise is having a mental health issue, the police can show up, but they need someone who can deal with appropriately and Dallas needs to have a strong system to support people who are having issues that doesn't involve incarceration.	11/9/2020 11:32 AM
274	Sherriff Robert Chody	11/9/2020 11:32 AM
275	Establish a Domestic Violence task force. Establish a crisis team to handle mental health issues, those professionals can asset the situation without killing sick individuals. Stop treating Black citizens as threat killing them. Yet non black person has killed family, and suspect is chased around telling them to drop their weapon. Stop police gangs.	11/9/2020 11:31 AM
276	I want to see an effective leader with a track record of success and an ability to rebuild a department in the wake of numerous challenges. This search will be a complete failure if the goal is another "diversity hire".	11/9/2020 11:28 AM
277	Whomever is in charge of this position, needs to have empathy, and compassion towards the poor. Including homelessness. Poverty is not a crime, and shouldn't be treated as such. I hope that this leader can appoint better solutions to poverty related "crimes."	11/9/2020 11:28 AM
278	Police can't solve any of those community problems. Officers should leave communities alone. You wouldn't use a hammer for a screw. Take that fat police budget and use it for housing relief, and stop taking military surplus weapons and instruments. Stop the occupation of poor communities and stop the brutality inflicting against Black and Brown communities	11/9/2020 11:27 AM

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regardless of economic status. Take Covid 19 recovery seriously. 1/4 people in Dallas county don't have health insurance coverage. It's a disgrace. To let those problems go and reinvest in police instead is criminal.

279	Speak another language , besides English	11/9/2020 11:27 AM
280	Public safety and equal treatment to all persons are the two most important aspects of this job, in my mind. Whoever is hired should not bend to the whims and fads of our time. And of course, justice trumps all.	11/9/2020 11:26 AM
281	Listen to the citizens evaluation in the survey!	11/9/2020 11:23 AM
282	Police accountability is the #1 issue facing policing in America today. Police must understand that they are agents of the law; they are not the law. They are there to serve the people; the people are not there to serve them. Police who commit crimes must be prosecuted and punished. Lying to protect officers is completely unacceptable, and the public will know every time. The only way to restore trust between police and community is to enforce legal and professional standards of conduct by police.	11/9/2020 11:23 AM
283	Don't force your beliefs on the Dallas Community.	11/9/2020 11:21 AM
284	Unite the Police Associations into one. Stop aggressive policing. Many officers need anger management.	11/9/2020 11:20 AM
285	Ability to get along with the Police unions without capitulating to them. A willingness to change the militarization of the police.	11/9/2020 11:19 AM
286	Please hire someone who understands the diverse needs of our community and who is willing to be a part of community conversations about public safety and police trust.	11/9/2020 11:19 AM
287	Support and not undermine the new chief.	11/9/2020 11:14 AM
288	The new chief needs to be able to do more with less. This is not a branch of the military they are leading. The department itself needs to have its mission restated and its resourcing aligned with that mission.	11/9/2020 11:13 AM
289	The city manager needs to be held accountable for his leadership and management ability. Outside of crime he has not been able to successfully manage the city's budget or improving the quality of life. Besides his ineffective leadership and management, code should be the department to curb and find a better solution to homelessness. The only time the police should be involved with homelessness is when code needs a person escorted or actually committing a crime that requires jailing.	11/9/2020 11:09 AM
290	Hire someone who has a zero tolerance policy towards rioters and looters.	11/9/2020 11:09 AM
291	Please pick a chief from outside of the City of Dallas.	11/9/2020 11:06 AM
292	Educate public regarding how police approach a call such as identify persons with weapons where might there be weapons is any person involved have a attitude of problem with authority. I have experience with people who have problems with police and A history of living in violent neighborhoods. Repeatedly I hear they believe police approaching a disturbance are suppose to be cordial and respectful. I believe our issues with many high crime neighborhoods require educating the community about how officers must approach a call for the safety of all involved. That this is required to keep everyone safe. They misinterpreted police action. How about doing public service announcements, classes in schools and recreation centers. I have also volunteered with early child offenders, 20 years of work with drug offenders, experience with women victims of sex crimes, and was a n ICU nurse with Parkland hospital.	11/9/2020 11:06 AM
293	Dallas is the same city that rallied around the police in 2017 and had issues with the police in 2020. We can ensure equity for black lives and be supportive of law enforcement. It will take someone committed to communication, community and promoting unity.	11/9/2020 11:05 AM
294	N/A	11/9/2020 11:03 AM
295	No affirmative action. Do my use race as a criteria	11/9/2020 10:58 AM
296	Find the best person for the position....not hiring someone specifically because of sex or race....someone who is open to all people in the community, not the ones that just protest the loudest or have some agenda...but all people. Someone who has respect for the community at large...not just one section of our community. Value all points of view, balance between haves	11/9/2020 10:56 AM

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and have nots. I am older and grew up showing respect for authority. I am sickened by those that believe if there is one bad apple in the bunch...then they are all bad. That goes for both sides of the coin....one bad police officer does not make them all bad....one bad (insert any particular race) person does not make all of the same race bad. The police are so understaffed and underpaid....how can you expect to recruit the quality and quantity of officers needed without a budget that supports these on the front line. How can the greater community at large help to get more money for hiring excellence in all areas of law enforcement? And above all, look for someone who has a firm foundation in their Christian faith....that is truly what is lacking in our world today....Christ implored us to love one another. Blessed are the peacekeepers, for they shall be called the children of God. Matthew 5:9. I'll be praying for the city manager to make the best possible choice.

297	Hire someone that will enforce the law, all the laws, who is color neutral and will earn and maintain the respect of the police force, and enforce the arrest of law breakers.	11/9/2020 10:55 AM
298	That this person have a STRONG background in mental health. From homelessness to violent crime, it all begins with mental health issues.	11/9/2020 10:55 AM
299	Someone who is going to work on the elimination of systemic racism/racial bias, use of disrespectful and excessive force against African Americans, and fair treatment of all civilians.	11/9/2020 10:51 AM
300	N/A	11/9/2020 10:49 AM
301	If a better candidate comes from outside of DPD, pick the better candidate. Promoting from within because of familiarity should not be a top qualifier. This is a position to be earned and not given or expected. They never gave Chief Hall a chance. I respect DPD but they need to learn to respect their leadership first.	11/9/2020 10:46 AM
302	Dallas has been struggling with an increase in violent crimes all over the City in the past year. We need to refocus towards community safety. The recent decision to reduce police presence in communities is "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity in the communities.	11/9/2020 10:44 AM
303	Measure race conversations experience the candidate has	11/9/2020 10:38 AM
304	I would like him to hire someone who has a track record of implementing good police training and implementing policies that are promoted by the best DATA DRIVEN criminal justice research.	11/9/2020 10:37 AM
305	Please stop promoting Defunding The Police. Complete misnomer and promotes division. Use common sense to tackle policing problems. Hire a good Communicator. Hire someone who can fight to reduce crime at all levels.	11/9/2020 10:35 AM
306	Do Not Defund The Police Department in any capacity	11/9/2020 10:32 AM
307	Consider hiring the former chief at northeast who applied for position last time. He is respected in our community and in department. He knows Dallas and DPD!	11/9/2020 10:31 AM
308	No	11/9/2020 10:30 AM
309	I strongly believe that the next Dallas Police Chief should be based on the very best qualified individual regardless of his or her race.	11/9/2020 10:30 AM
310	Please do not defund or delete policing. Need highly trained persons at DECENT wage	11/9/2020 10:29 AM
311	A strong leader that will be respected by the community and the police force.	11/9/2020 10:26 AM
312	None of the questions allowed input on HOLDING OFFICERS ACCOUNTABLE FOR THEIR ACTIONS. People were shot in the face. People lost their eyes and the DPD stupid there and sang and laughed. No one has been held accountable for police violence. Dallas should be ashamed	11/9/2020 10:24 AM
313	Hire the best candidate based on objective criteria. Recognize that a chief that comes cheaply isn't good and a good Chief doesn't come cheaply.	11/9/2020 10:23 AM
314	The chief serves as a public figure in the community. Therefore, I feel integrity, fairness, and the ability to be stern are integral. They are responsible for bottom line decisions. It is essential that the new Chief displays Honesty and Integrity. Since the Chief is often a Liaison to the public, they need to be accessible and open-minded. Acknowledging Diversity is important since most communities are melting pots. As the head of the police department and	11/9/2020 10:23 AM

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a Liason to the public, a chief should be a Proven Leader. One needs to be able to solve problems, develop alternatives, and manage employees effectively. The Chief should lead by example by being responsible and available to our communities. Leadership represents a strong sense of personal ethics and adherence to high standards for professional conduct. Leaders impart these values implicitly through modeling and setting a good example or by explicitly mentoring others. Teamwork, collaboration, and ethical and professional decision making are essential.

315	We need someone who is non-partisan, fair, ethical and whole values the 1st Amendment, will keep open carry from scaring the community. We need someone who will work for equality for every human being!	11/9/2020 10:23 AM
316	I think its very important to connect with the community.	11/9/2020 10:23 AM
317	The next Chief of Police should be hired based only on qualifications for the toughest job in Dallas. Race, gender, age, political affiliation or correctness should have no influence.	11/9/2020 10:22 AM
318	Focus and dedication with strong relationship building skills. Committed leader!	11/9/2020 10:22 AM
319	tough on crime!	11/9/2020 10:18 AM
320	Please select a more experienced leader with experience leading a police force of over 2500 officers.	11/9/2020 10:17 AM
321	No	11/9/2020 10:15 AM
322	The police chief should be allowed to quell any riots, nipping them in the bud, preventing property destruction before it even begins.	11/9/2020 10:15 AM
323	The more integrity, honesty and transparency the better. All else will fall in line if everyone knows what the other is doing. It all works TOGETHER.	11/9/2020 10:14 AM
324	Don't hire nazi, find one with strong public beliefs & responsibility, fairness & equal minded, practices level headed thinking not a gunslinger	11/9/2020 10:11 AM
325	Don't hire another chief based on race and sex	11/9/2020 10:10 AM
326	No	11/9/2020 10:07 AM
327	De-emphasized gun use. De-escalation training.	11/9/2020 10:06 AM
328	Only consider DFW area applicants as they have a vested interest in and understanding of our community	11/9/2020 10:05 AM
329	The city Manager should be allowed to make the best decision for the people and only the people. He shouldn't feel any outside pressure from outside groups with hidden agenders.	11/9/2020 10:05 AM
330	Make sure that the person of interest has integrity, and leads by example. We need someone who believes in accountability, inclusion, diversity and will listen to the pain of the community.	11/9/2020 10:03 AM
331	.hire from within DPD	11/9/2020 10:02 AM
332	do not consider race. Hire a Chief who has experience reducing violent crime and building a top flight PD.	11/9/2020 10:00 AM
333	Dallas has struggled with an increase in violent crime all over the City in the past year. There needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.	11/9/2020 9:58 AM
334	a leader that holds all police responsible for doing the right things 24/7. Focus on getting rid of the bad employees by having an audit team review body cam footage and handle any issues as a HR issue.	11/9/2020 9:58 AM
335	Please hire a kind, polite, fair, and courteous female, who has Police Chief experience.	11/9/2020 9:56 AM
336	I think a valuable missing quality from this survey is looking for someone who understands the damage that untreated PTSD in police officers causes to our community.	11/9/2020 9:54 AM
337	The police chief should promote safety and law and order. I don't want Dallas to turn into Portland or Seattle.	11/9/2020 9:54 AM

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338	This input to the city manager is provided by Diana Flores: The city needs a police chief chosen from the internal ranks who knows the police department, the city organizational structure and the city well. Hiring a police chief who has police chief experience will do us no good if it takes them 1-2 years to learn Dallas. Dallas needs solutions now! Dallas needs a police chief who already knows the city and the police department. Dallas is a unique city with unique dynamics and communities. An internal candidate can "hit the ground running" day one. The city needs a Latino police chief. Diversity without equity is not inclusion. Currently in city staffing, meaningful inclusion is lacking; there is symbolic inclusion. Hire an internal, Latino candidate who truly knows the diversity that is Dallas, the diversity that is the police department, the diversity that is in city staffing so they can bring about meaningful, substantial change in the major areas of policing that now plague our city, including building trust, working with ALL communities in Dallas, and bringing about the safety and security we need in Dallas. Hire from your internal ranks; do not overlook the Latino talent that exists internally.	11/9/2020 9:52 AM
339	More education and training is needed for all officers. Thugs wrangling thugs is the past, not the future.	11/9/2020 9:50 AM
340	Hire based on ability, not on the race of the applicant. That didn't work for us last time.	11/9/2020 9:49 AM
341	I would like to remind the city manager that he should be hiring for the community and not for himself	11/9/2020 9:49 AM
342	The City Manager should not have total authority in the hiring.	11/9/2020 9:47 AM
343	Chief should have wide approval from police officers.	11/9/2020 9:46 AM
344	Latinos have waited patiently for Dallas Police Chief. I BELIEVE OUR TURN IS NOW FOR A HISPANIC LEADER TO LEAD DPD	11/9/2020 9:43 AM
345	Safety of citizens and businesses. Don't kneel to mob rule.	11/9/2020 9:43 AM
346	Race and gender does not matter be qualified, past,present and future	11/9/2020 9:40 AM
347	All of the positive and professional attributes the Chief possess should be present within the City Manager as well. It should be about equality, community relations and viable experience.	11/9/2020 9:40 AM
348	Hire someone who is already on the Dallas Police Force. They know the city best and understand what is needed to get the job done.	11/9/2020 9:40 AM
349	Be fair to all candidates and ensure that the top candidates are presented to the community prior to making a selection. Get community input on the top two (2) candidates. Thank you for asking for my input. I value you and am proud of the Leadership that is presented.	11/9/2020 9:39 AM
350	We need someone who won't automatically protect officers who use violent policing practices. Our police should be held accountable for their actions.	11/9/2020 9:38 AM
351	Transparency and good relationship with local news outlets.	11/9/2020 9:34 AM
352	While no police chief tenure has been without issues I believe Chief Brown provides a good template to start from. Nationally recognized for his efforts and actions. I also believe it's essential for freshmen officers to be properly vetted and thoroughly field-trained regardless of the "numbers need" for officers on the street.	11/9/2020 9:30 AM
353	Hold staff accountable for wrongful actions.	11/9/2020 9:30 AM
354	Look at qualifications not race as the primary qualifier	11/9/2020 9:29 AM
355	I hope & pray that hat he thinks long & hard when considering the candidate. The chief needs to be well rounded in his abilities, not concentrated on only the current trends!	11/9/2020 9:27 AM
356	PUTTING UP WIDE VIEW CAMERA'S AT PINE STREET AND I-75 FENCING OFF UNDERNEATH THE BRIDGES SO THE HOMELESS CAN NOT LIVE UNDER THEM. ENFORCE BIG DADDY'S NEIGHBORHOOD STORE TO PROVIDE PROPER PARKING ARE CLOSE THE STORE DOWN ON THE CORNER OF PINE AND COLONIAL STREET.	11/9/2020 9:26 AM
357	N/a	11/9/2020 9:25 AM
358	The task to find a new Chief will no doubt be difficult during this time, just need to be patient and find the right one for Dallas.	11/9/2020 9:24 AM
359	Just back the blue. If an officer is found in the wrong then do not try to hide it. We know we are	11/9/2020 9:24 AM

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living in difficult times right now. We have many cultures here and being fair minded among them is very important . Learn how to read people and make sure you have a good team to lean on.

360	Do something about the street racing, instead of blocking off one lane on Hampton Rd. There's a reason that racers meet up in Dallas because they know that the police can't do anything about it!	11/9/2020 9:19 AM
361	No	11/9/2020 9:18 AM
362	Crime reduction in 75243 zone	11/9/2020 9:17 AM
363	Building community trust in the minority community should be one of the highest priority.	11/9/2020 9:16 AM
364	Do not focus on the best policies/procedures for rest of the country, but work for Dallas. We are a huge melting pot from different states but what works in LA or NYC, doesn't necessarily work for Dallas. Do what you can to get Chief David Brown back from Chicago or at least someone with his level of qualities.	11/9/2020 9:16 AM
365	We need an African American Chief of Police.	11/9/2020 9:16 AM
366	Chief Hall had done a great job. Finding someone similar to her would be great	11/9/2020 9:15 AM
367	I feel like I'm learning the city manager has far too much personal power with how this city is ran.	11/9/2020 9:12 AM
368	Please appointment someone with a proven record or reducing crime who also has proven strategies to build relationships with diverse communities.	11/9/2020 9:11 AM
369	Back the Blue	11/9/2020 9:10 AM
370	There are so many issues facing police these days it is difficult to pinpoint only a few to isolate as more important than others but Dallas needs and deserves a police chief who is respected, is in tune with human rights issues, will help strengthen the relationship between police and the many diverse communities in this city is very important. Crime seems to be winning in Dallas everywhere not just in the certain usual areas. Some areas which used to be safe are now very dangerous in Lake Highlands where we live such as Audelia and Skillman, Audelia and Walnut Hill as well as the Vickery Meadow are reaching the point now that gunshots have become almost a daily occurrence in these areas. Will there ever be a time when Dallas is a safer place to live again or has it reached a point of no return? Drag racing/large car gatherings that doesn't seem to be controlled are another activity that needs to be controlled. The police seem to have lost the respect of the people so again it is important to regain and deserve the respect of the people that need police protection rather than fear them. We need a leader.	11/9/2020 9:10 AM
371	Please find someone who can reduce the response times for burglary, put an end to street racing, and respond to the tax-paying home and business owners who keep this city funded -- not South Dallas.	11/9/2020 9:09 AM
372	Dallas is unique. Not overly liberal or conservative. Nobody divisive!	11/9/2020 9:07 AM
373	I ask that he put his personal bias aside and earn the huge paycheck that the tax payers of Dallas pay him. And hire the best person for the job for the citizens of Dallas. Not push his own personal agenda as he did when hiring the last Police Chief that was in NO WAY qualified for this job.	11/9/2020 9:07 AM
374	NO time for politics. The city is in need of a solid leader in the policing community.	11/9/2020 9:06 AM
375	Please promote someone already employed by DPD - those already within DPD understand the challenges facing DPD and the community better than any outsider.	11/9/2020 9:06 AM
376	Reducing crime, especially violent and gang crime, is a big priority	11/9/2020 9:06 AM
377	Would prefer an experienced hire over diversity hire. Diversity hires have clearly hurt the city of Dallas in the past.	11/9/2020 9:05 AM
378	Yes, He or She must be accessible to the leaders of vital communities to sit down and /or Zoom to address the problems developing in our community , especially Hamilton Park... since a lot of illegal renters and others are moving into our community with no regards to code or the	11/9/2020 9:04 AM

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implementation of abiding by law enforcement nor understand the level of community or neighborly etiquette behavior

379	A police chief needs experience in budgeting for the police department and hiring, and retaining qualified personnel. A qualified police chief candidate needs to know policing methods for keeping our city safe against physical violent offenders.	11/9/2020 9:03 AM
380	I want someone from a similar city, not a large urban city like Detroit or NYC- experience from Southern city like Ft Worth, OKC, cities that value and do not want to defund the police.	11/9/2020 9:02 AM
381	Make every effort to promote from within	11/9/2020 9:02 AM
382	I am sick and tired (and scared) of our police being denigrated all the time. Get rid of the bad apples and support our police. DO NOT defund them either. Any fool can see that crime, violence and murder go up. Also DO NOT hamstring them but give them the very best training and root out those who have tendencies toward over reaction. Forget about using "systemic racism" as a cudgel over them or us. I greatly admire and respect our minority police officers because they too bear the brunt of disrespect. If you as leaders of this community demanded respect from ALL citizens that would go a long way in healing this divide. Mutual respect and following our laws is what is needed. If laws need to be changed we have a process in which to do so. Meanwhile quit bending and twisting every which way to cater to the few while forgetting about the majority who just want to live and work and survive. Thank you for letting me vent. But I mean it.	11/9/2020 8:58 AM
383	This is a complex hire during a very challenging time. While I live in north Dallas, I volunteer regularly in southern Dallas so have a healthy understanding of some of the challenges there. At the end of the day, we all want the same thing - the ability to work with community partners, safe neighborhoods so our children can walk to school/businesses can operate successfully/feel secure in our homes. The majority of our Police Officers are focused on doing the right thing under very challenging situations; I am a proponent of supporting our officers but also want to ensure that "the bad apples" are weeded out. Thank you for taking the time to review my perspective.	11/9/2020 8:57 AM
384	Albert Martinez...former Chief of SW Division on Illinois. Mr Martinez has the experience and is a people person whose fair and very knowledgeable about Dallas. He can interact well with diverse people and his level headdress can quell tensions or discord. His experience is superb.	11/9/2020 8:55 AM
385	Dallas will benefit from a chief who seeks to integrate quality policing with professionals from social services that citizens need for mental health intervention in particular, domestic disputes, and other crisis management needs.	11/9/2020 8:49 AM
386	We need a police department that is responsive to the community and available to our citizens. We have one of the highest police per capita rates, yet wait hours for police to respond to a call, if then. We also need police who do not pull out their gun and start shooting people. It is very scary out there, especially for people of color. It should not be this way in Dallas.	11/9/2020 8:48 AM
387	Policing in this country needs to be completely revamped. We can't expect improvement while working within the same old system. Dallas police should be well compensated while also being better trained (with regular continuing education) while having help from health and human services etc. This city is very racially divided with a huge portion of very spoiled white people. This chief will have to be someone who is wise enough to make clear that when we all do better then, we ALL do better.	11/9/2020 8:45 AM
388	Do not hire just to fulfill a race or gender quota! Hire on the individual's resume and past performance.	11/9/2020 8:40 AM
389	Yes! How about a Police Chief that is about applying LAW and ORDER and not concerned about BS optics!?!?	11/9/2020 8:40 AM
390	Not to rush to a decision to quickly	11/9/2020 8:39 AM
391	The leadership needs to support this person's initiatives and ideas, or he/she will fail. You can't have city leader hip that belittle and publicly que tion the approach to policing by the Chief If this person doesn't believe in the officers getting back to basics and getting to know their beats and folks within those beats (and out from the desks), then you won't solve much.	11/9/2020 8:31 AM
392	Latinos often are very worried or scared or resentful of the police for various reasons. Many times they feel targeted by them. A lot of times, the area I live in just by Eastfield College	11/9/2020 8:30 AM

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feels a bit forgotten by the police, while we have police pass by every random time, I don't think there is any community connection to them. I'm not sure if this is because we're almost into Mesquite and just aren't really paid attention to until something big happens. I would like to see someone come into the position who can visit all areas and not just the areas with high crime or wealthy areas. I would like to see someone who isn't afraid to try to connect with Latinos and try to give them reassurance. Too many times Latinos feel targeted, starting with the random traps the police do. Latinos can't drive to the grocery store without wondering if 2-4 cops are randomly parking in a parking lot along their route to the store, pulling every car over to do a "random license and registration check". The reason many Latinos hate that is because they or someone they know don't have the ability to have a license due to the fact that Texas does not allow them to get one. This means that they will get a ticket for no license. Many times those people and families are living pay check to pay check and \$250 for them means not being able to get their kids new clothes, having to push back necessary fixes they need to do on their house or apartment, etc.

393	Please try and hire from within the Dallas Police Department or within DFW itself instead of going outside.	11/9/2020 8:30 AM
394	Educated To be able to manage budget	11/9/2020 8:26 AM
395	Systemic racism is a myth. Stop segregating people by race, gender, sexual orientation - all people want to be safe from criminals and violence.	11/9/2020 8:25 AM
396	I want a no nonsense hard handed approach to lawlessness in our city. You break the law, you suffer the consequences. Enough of this hand slapping and time out mentality.	11/9/2020 8:24 AM
397	You know what, just find one with a solid record of actually handing out discipline to officers and has a proven record of anti-racism. This is the whole problem with police departments. They have lost the notion of being accountable for their actions and have a tendency to hire people who are racists. Run it like the military. You have to reestablish connection and trust with the citizens.	11/9/2020 8:24 AM
398	The two most important things that attract individuals and businesses to this city are safety and quality of schools. We must prioritize the reduction of crime across all types, violent crime, BMV, crimes around the bars on McKinney, etc. Additionally we must make progress on the homelessness and panhandling.	11/9/2020 8:21 AM
399	Hire a chief that holds officers accountable for their actions and answers to the will of the citizens, not the racist police association	11/9/2020 8:18 AM
400	Get rid of Crusoe and his crazy ideas	11/9/2020 8:17 AM
401	No	11/9/2020 8:14 AM
402	We need a chief of police that is not afraid of corrupt cops that will hold them accountable and reduce crime	11/9/2020 8:12 AM
403	Be honest to yourself and to people , and most importantly to Almighty God our creator.	11/9/2020 8:12 AM
404	We do not need someone who is going allow city council to run his department. Too many of the city's council members want to interfere in him running the department.	11/9/2020 8:09 AM
405	We have a great relationship with specific officers within DPD. It is incredibly painful to watch government officials openly tear down DPD as an organization while not building up the individuals in it. My 2cents would be for the city manager to consider raising the value of the DPD, so that individuals would aspire to be a part of the organization.	11/9/2020 8:06 AM
406	n/a	11/9/2020 8:03 AM
407	The new police chief must not be tone deaf to what has been happening in this country. It is important that the police chief holds officers accountable for misconduct and/or possible crimes committed.	11/9/2020 7:59 AM
408	I feel the new Chief must be able to convince Union leaders and members that new, more contemporary policing practices are good for officers. And, there will be consequences, at every level, for resisting or failing to follow new policing standards	11/9/2020 7:59 AM
409	Hire a person who is a hands on, people oriented leader who can first unify the factions that currently exist within the DPD and set a clear vision for DPD and citizens of the goals and priorities of the DPD.	11/9/2020 7:57 AM

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410	- I have no preference when it comes to gender or race of the new police chief...but if they cannot acknowledge or understand a white person is privileged then they should not be our new police chief nor should they be a police officer! - Will the new police chief implement implicit bias training (on an annual basis) to help them recognize when a police officer is relying upon racist assumptions and stereotypes? - Will there be better oversight and monitoring of all DPD employee's social media accounts and text messages (should DPD contribute to or pays a cell phone bill)? - What are the consequences when any DPD employee makes racist social media posts or text messages? - Will the new police chief ban chokeholds? - Will the new police chief ban no knock warrants? - When a police officer responds to a call, even when the officer can clearly see the other person does NOT have a weapon in their hand, police officers immediately pull their gun, will the new chief mandate the use of non-lethal weapons (taser or pepper spray) prior to gun being pulled? - Will there be better training (on an annual basis) of de-escalation tactics? - In my opinion, police officers need to be experts in the culture of the community they serve / patrol...will cultural training and awareness be mandated? - Will the new police chief mandate officers perform community service in the communities they serve? - Will DPD offer housing credits for officers to live in low-income neighborhoods or live in the neighborhood they patrol? - Will DPD hire a team of social workers or implement a program similar to the City of San Antonio when it comes to mental health dispatch runs? - Will the new police chief create a website / database that shares when disciplinary action has been taken, especially when it comes to use of excessive force and racial bias? - Will the city manager create a community board or allow the community via video conference to interview the police chief candidates?	11/9/2020 7:56 AM
411	Previous success in identifying and reducing crime in all neighborhoods.	11/9/2020 7:55 AM
412	This person needs to have an existing background in racial equity and be committed to continuing this education. The diversity of skin color is not enough when selecting this position. As we have seen in the past not all poc work in the interest of other poc.	11/9/2020 7:53 AM
413	Stop underfunding department making it difficult to hire and retain top quality officers and take responsibility for some of the problems we have today.	11/9/2020 7:53 AM
414	Stop petty crime quickly. Enforce warrants and arrest when able. Value your officers and the risk they take every minute out there on the beat. Enforce illegal immigrants arrest warrants and work in a good relationship with ICE. We've already seen what the "defund" movements did to overall house/senate votes nationally. It was not a voice the voters supported.	11/9/2020 7:49 AM
415	A person who is experienced in leading a police force through transformation - redirecting resources from initiatives designed to punish the public, to initiatives designed to strengthen communities and reduce crime.	11/9/2020 7:49 AM
416	That's a police chief look like the demographics that it will be serving. With Dallas being a very diverse city I believe the new police chief should be black or brown or a person of color.	11/9/2020 7:48 AM
417	Quality leadership will be key, make sure police are well vetted/recruited and developed. If police continue to be under paid and under valued it is only a matter of time until anyone of quality quits or finds work elsewhere. Help make the police department something people are proud to be a part of and are heard and valued.	11/9/2020 7:42 AM
418	Hire more police officers. Increase the pay to recruit top talent. The suburbs pay more so they are getting good candidates. Benchmark salaries and benefits to become more competitive for recruiting.	11/9/2020 7:42 AM
419	I would like the City Manager to listen to all sectors of the city before making a decision.	11/9/2020 7:41 AM
420	Remember who you hire must be able to treat every situation differently, not All ppl are bad or criminal, so please hire someone we can build trust to connect policing with communities. We someone willing to hold their staff accountable just like you all hold us citizens accountable for the wrong we do. It's time . I have gotten pulled over 7 times since this pandemic but only received a ticket once. Officers stop us just to see what they lucked up on, instead of fight the crimea that keeps growing in our communities. I'm ready for change i fear for my life and my young children's life as well. I didn't suffer through life to lose it while being black. City manager please take heed to my out cry. Please hire change, please hire fairness, please hire someone that understands and can relate to the struggles of We The People.	11/9/2020 7:38 AM
421	Must know how to increase the morale of the officers and motivate best efforts and honesty	11/9/2020 7:36 AM
422	One thing missing from this survey, which I believe is a priority for the new chief is recruiting	11/9/2020 7:33 AM

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and keeping quality employees. DPD is historically understaffed, and it's largely due to poor morale and lack of support from leadership. I also believe DPD is too top heavy and there are areas where civilians can command better in lieu of police brass.

423	Now is the time to hire a Latino(a) police leader especially with the large number of Latinos in Dallas.	11/9/2020 7:33 AM
424	Under no circumstances defund the police. Citizen safety is job #1. Community engagement is important. Integrity will cover all issues. We need State involvement for the mental health crisis and solutions. No sleeping on the streets should be allowed. Without medication the mental illness cannot be addressed successfully.	11/9/2020 7:33 AM
425	Sensitive to people with handicaps and mental health issues	11/9/2020 7:33 AM
426	I hope the next chief is not selected in order to appease certain groups or "check a box" on an application.	11/9/2020 7:28 AM
427	I felt the last Chief was what Dallas needed. It appeared she left due to lack of leadership support. Please ensure the new Chief has the support needed to be successful.	11/9/2020 7:27 AM
428	Avoid the usual political correctness of "diversity, etc" and get someone who isn't cowed by so-called community activists .	11/9/2020 7:26 AM
429	Homeless should be handled by other than police	11/9/2020 7:24 AM
430	Get the best person for the job Trust your senior officers listen to there needs	11/9/2020 7:24 AM
431	do not be a political pawn to anyone...be non political....do not let rioters go free	11/9/2020 7:21 AM
432	Hire the most qualified candidate regardless of race or gender.	11/9/2020 7:16 AM
433	I believe that this city, along with this nation, is treating law breakers as people who should be placed on a fluff pillow and felt pity for. Oh he/she had such a horrible childhood- bull excrement!!! Breaking the law is breaking the law. There used to be consequences for these actions. Why is there rise in crime: no consequences or fear of consequences. Look to our nations leaders - high profile law breakers go free. Just delay any prosecution 10 - 20 years. It's okay to break the law??? Oh, you stole less than \$2500 - here let me drive you home and stop off at the deli for a lunch for you. All you did was BREAK THE LAW. Here take my front seat - it's so much more comfortable. Why is there rise in crime in Dallas: our leaders in Dallas FAIL to select the most qualified and experienced candidate to deal with a crime-ridden major city like Dallas. They fall over their feet trying to find a candidate who meets California/Oregon/Washington standards rather than what is best for the normal citizens (the majority)of Dallas. Dallas leaders, wanting so desperately to be "hip", left the citizenry in the bullet-ridden dump.	11/9/2020 7:14 AM
434	I think it is imperative to alter the way that our police are trained when it comes to working with homeless or mentally ill citizens. Rather than putting people in jail for simply not having a roof over their head or not having the resources for mental health support, we should look at hiring a resourceful chief who can work with community resources instead of citing and arresting.	11/9/2020 7:10 AM
435	That we will remember the selection and appreciate the mindfulness.	11/9/2020 7:08 AM
436	get the community and police involved (this survey is a great start) so that whoever they hire will have a 360 view of the needs for both police personnel and the community. I don't believe it can be one over the other, we need true community reform.	11/9/2020 7:07 AM
437	I think it's important to listen to what kind of leadership the existing police desire. The next chief should immediately command respect based on experience and not have to earn it.	11/9/2020 6:54 AM
438	N/a	11/9/2020 6:51 AM
439	To be clear, my lack of trust in DPD indicated in previous questions, wasn't a lack of trust in the officers themselves. Rather it was in the department which seems to be ignoring affects of crime and homelessness In my neighborhood. I have lived here 33 years and have never felt unsafe, until the last 12 months. I no longer feel safe in my neighborhood or my city! Crime rate unacceptable. Break-ins of cars is a daily, expected occurrence. Senseless murder of a women within a few blocks of here, complete disregard of homeless at Forest and Central, neighbors followed and held at gunpoint. All occuring at all times of day. Ironically, the fact that my zip code didn't even make your list in the question above is indicative of the complete disregard and lack of care for issues we have here. I understand the sensitivity and reform	11/9/2020 6:46 AM

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needed with to address racism and the bad examples we have seen in our country. But please, please, please do NOT allow the concerns of racism cause police to go soft on crime. The current crime in the City of Dallas is unacceptable and I expect the City Manager to hire a chief that puts the safety of their citizens as his/her absolute top priority.

440	Enforce the laws!	11/9/2020 6:45 AM
441	The city should choose from whiten	11/9/2020 6:42 AM
442	One person can't solve all our community problems. Chief Hall did a wonderful job. Let's see what the next chief will do.	11/9/2020 6:39 AM
443	City manager should not be involved. Mayor and city council should be.	11/9/2020 6:38 AM
444	Keep The Community Safe at All Costs	11/9/2020 6:37 AM
445	Someone who has a record of reducing violent crime and response time.	11/9/2020 6:35 AM
446	Now and days we shouldn't focus on it's just a job and pay but to truly make a difference, the hired person has to be extremely strong and passionate of the role to take upon.	11/9/2020 6:34 AM
447	Most important is to gather the input from all districts both from legislators and community based interest groups. That the process of his selection is fully transparent.	11/9/2020 6:33 AM
448	We also need a new DA. One who will prosecute criminals, take serious action against thieves and STREET RACERS. 4 children in FW are now orphaned due to street racers. Dallas will soon suffer a similar tragedy if we don't get serious. Criminals here in Dallas know they will get away with their crimes. Leadership is pitiful	11/9/2020 6:33 AM
449	I'd like to see a police chief that can get a handle on crime in all areas of the city. A chief that has experience in policing in tough circumstances but isn't a politician with liberal ideas.	11/9/2020 6:32 AM
450	There should be a psychologist or psychiatrist to help with mentally ill patients involved in crimes.	11/9/2020 6:31 AM
451	Stop allowing the Police Association's president so much input as to how the department conducts it's policies.	11/9/2020 6:31 AM
452	Poverty is the biggest driver of crime. We need to raise these people up with better education and opportunities. Heavy handed policing makes things worse, in my opinion.	11/9/2020 6:29 AM
453	Able to forge a relationship with south dallas neighborhood leaders and influencers to develop a thorough understanding of the community needs.	11/9/2020 6:27 AM
454	The street racing needs to STOP before someone in Dallas is killed like in Ft worth recently. It is particularly bad in the Prestonwood/Northwood Hills area of Dallas.	11/9/2020 6:26 AM
455	He needs to listen to community leaders. Past hire was not the recommended choice	11/9/2020 6:25 AM
456	The new chief needs to have strong transparency with Dallas citizens and business owners and needs to create and establish a strong sense of trust early in his/her role. They need to be able to balance the challenges of both sides of the debate to defund police despite recent budget approvals. The police chief cannot do this alone and needs a strong team to help our DPD be successful at transitioning into a more equitable and racially informed police force in the future.	11/9/2020 6:23 AM
457	Allow me to sit in on City Council meetings	11/9/2020 6:22 AM
458	I hope policing changes from shoot first ask questions later to other approaches to take an individual down such as stun gun or judo techniques.	11/9/2020 6:20 AM
459	Bring back Chief Brown	11/9/2020 6:15 AM
460	Problems will need long term solutions. Consider growth of Dallas and what some of the needs are going to be in the future.	11/9/2020 6:14 AM
461	pay the person enough money so that the job means something to him/her. have probation period of six months,if there is not a trend for the better them replace!	11/9/2020 6:12 AM
462	Promotion from within on merit	11/9/2020 6:12 AM
463	The process should be truly color blind.	11/9/2020 6:11 AM

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464	Once the person is hired, let him or her do their job. No micro managing.	11/9/2020 6:11 AM
465	Choose the most qualified person for this most important position in our city. Do not, and I repeat do not, base your decision only on the color of their skin or the plumbing between their legs.	11/9/2020 6:05 AM
466	Please, hire a chief of police that is trained in de-escalating situations and that insists on training EVERY officer in de-escalation. Also, please, hire trained mental health professionals that can go to situations that are not violent.	11/9/2020 6:01 AM
467	None	11/9/2020 6:01 AM
468	Provide new Chief with support; staffing, the right type of officers. Provide diversity training and and police training to a higher level.	11/9/2020 6:00 AM
469	Take as much time that is needed to find the best candidate.	11/9/2020 5:59 AM
470	Spend whatever it takes to get the best person possible.	11/9/2020 5:57 AM
471	The city needs to support this candidate and stop making them a political scapegoat. Let the police do their job which is to keep us safe	11/9/2020 5:57 AM
472	Hire someone who is smarter than you yourself and that is an expert in law enforcement.	11/9/2020 5:57 AM
473	Some one that is independent of police unions and not afraid to call them out	11/9/2020 5:55 AM
474	Please ensure the new police chief is able to communicate in Spanish. The chief should continue with the Chief Hall's Community Advisory Committee to know exactly what is happening in neighborhoods	11/9/2020 5:52 AM
475	reducing his salary. use wisdom in selecting the next chief.	11/9/2020 5:50 AM
476	Bring back David Brown. Or find the next David Brown. Or promote Jesse Reyes.	11/9/2020 5:49 AM
477	Choose the person based on qualifications, integrity, performance, communication skills Not on Race or gender.	11/9/2020 5:48 AM
478	No	11/9/2020 5:44 AM
479	Look within the department for an officer that the current police and support staff, know and respect	11/9/2020 5:43 AM
480	David Kunkle was the ideal police chief - Chief Brown was on the same level. Find candidates that fit their profile and work the selection process. I know national searches are necessary and a critical part of the process. If an outside candidate is hired they need to know that they will not have a lot of time to get their feet on the ground. See which candidates have a history of n handling the police force and maintaining adequate relations with the political pressures that are part of the job. Both are important - respect from the police force is an absolute necessity,	11/9/2020 5:37 AM
481	Communicate PUBLICLY AND OPENLY your reasons for seeking an outside person, rather than promoting from within! Do you REALLY think that none of our Dallas police officers are qualified to be promoted to the position? Please be open, clear, and honest. Please be honest. Please be honest. Please be honest. Please be honest. We're tired of double-talk that we get from the lords and ladies of Dallas government.	11/9/2020 5:35 AM
482	Do the right thing.	11/9/2020 5:33 AM
483	Rename the 911 system to "Problem solving " when they answer and train the staff to send the appropriate response not just police. If its mental illness, domestic violence, councilors along with police should be sent. They already do that w animal control. Have available and send the right answer to the presenting problem.	11/9/2020 5:30 AM
484	Hire quickly	11/9/2020 5:28 AM
485	Absolutely. The race and sex of the new police chief should have nothing to do with their ability to lead DPD. The Number One priority was not listed. The Chief should have a proven record of leading successful police departments. The Chief should not be a politician, the Chief must lead and train their officers to do the right thing according to the law and hold them accountable for proven police abuse of power. Dallas should not be the place where a Chief gets their feet wet. You blew it with Chief Hall and set her up for failure. She was not qualified for the job.	11/9/2020 5:28 AM

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486	Top priority is a higher level of police presence in our neighborhoods - more patrols, faster response times. Followed by hard prosecution of repeat offenders. A COP who is willing to take on the City Manager and Council to get the proper funding/resources to accomplish the above goal.	11/9/2020 5:28 AM
487	We need to get Chief Brown back. He has to be sick of Chicago by now!	11/9/2020 5:27 AM
488	Stay AWAY from people who are NOT able to deal with Texas frame of mind. Dallas cannot be handled like Seattle or Detroit or San Diego ... the next Chief of Police needs to UNDERSTAND the Texas way of life.	11/9/2020 5:24 AM
489	I pray that the next Police Chief is someone who genuinely loves the people of this city and cares for the safety and well being of city. Someone who will value truth, honesty, integrity, and doing the right thing over unwritten codes.	11/9/2020 5:24 AM
490	You had a good police chief and sabotaged her ability to do her job. Enforce the laws regardless of political affiliation.	11/9/2020 5:22 AM
491	Does not hire friends and relatives Is not bias against color of skin What is his/her track record against racism	11/9/2020 5:22 AM
492	Please hire an individual who believes in community policing and relationship building and someone who will hold his/her staff accountable.	11/9/2020 5:17 AM
493	Hire the BEST PERSON regardless of race or gender!	11/9/2020 5:16 AM
494	Yes, thank you. I would like the City Manager to consider hiring someone who can take a page from Camden, NJ's policing reforms and help implement them in the City of Dallas. <a href="https://www.bloomberg.com/news/articles/2020-06-04/how-camden-new-jersey-reformed-its-police-department">https://www.bloomberg.com/news/articles/2020-06-04/how-camden-new-jersey-reformed-its-police-department</a>	11/9/2020 5:14 AM
495	Chief Hall was previously hired and was the worst thing to happen to Dallas!! Please hire the MOST qualified person based on proven RESULTS. Not gender. Not diversity. Not for their political leanings. Not for the popularity vote. Greatest predictor of future results is to look at past behaviors/actions. Otherwise, Dallas will continue to emulate the reputations of Chicago and Detroit of high crime and murderous cities.	11/9/2020 5:04 AM
496	I'd like the next police chief to be honest, unbiased, experienced, full of integrity, mindful of diversity and inclusion.	11/9/2020 5:02 AM
497	Start prosecuting criminals vs letting them back out on streets.	11/9/2020 5:01 AM
498	Consider that Dallas is very Diverse & Not one of these Country towns in Texas!	11/9/2020 4:57 AM
499	To get communities involved in the process of hiring.	11/9/2020 4:54 AM
500	This is a chance to lead by example in Dallas, and prove that innovative policing policies will in fact decrease crime. Let's be leaders.	11/9/2020 4:46 AM
501	Forget the glitz. Hire a solid proven leader	11/9/2020 4:43 AM
502	Education, learning and training are something anyone can obtain. But common sense, trust, compassion are things that are ingrained in you.	11/9/2020 4:42 AM
503	Hire enough officers to allow for better response times to emergency calls.	11/9/2020 4:42 AM
504	Someone who can deal with the unpleasant surroundings of politicians at City Hall and their selfish "me-first" attitudes.	11/9/2020 4:28 AM
505	Please hire Former Seattle Police Chief Carmen Best. She would be incredible here in Dallas. She is community minded, understands the badge and has earned the respect of those who wear it.	11/9/2020 4:26 AM
506	Screen police applicants for attitude, anger management, mental soundness, intelligence.	11/9/2020 4:26 AM
507	Years of service, an extensive background check which includes arrest records and treatment of all minorities. Friendly to all communities and not a FACADE just to get the job. A great interview is paramount to the hiring also. How he/she interacts with people and the City Manager. City Manager needs to LISTEN to what he/she plans are to reconcile confidence in the police department of the people in Dallas and not just HEAR the words. There's a great	11/9/2020 4:25 AM

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difference in the two. Visit the communities that are likely more crime oriented and see the problems associated with police brutality. In order to survive the police HAVE TO BE MADE ACCOUNTABLE FOR THEIR INDISCRETIONS. TREAT PEOPLE WITH DIGNITY AND RESPECT NO MATTER WHAT POSITION THEIR LIVES ARE IN. Mental health is also key for police officers who aren't very versed in communicating with the people they serve. We are in tough times right now and the people of Dallas need to know they can depend on a well rounded and diverse police department.

508	Please work with the Mayor who was elected by the citizens and who trusts his judgement.	11/9/2020 4:16 AM
509	No	11/9/2020 4:14 AM
510	No	11/9/2020 4:11 AM
511	It is not essential that the new chief is a minority	11/9/2020 4:05 AM
512	Would want someone who values public safety and has a plan for bringing down crime in our city	11/9/2020 4:04 AM
513	Please pick a strong leader, one who will value the staff and will seek to retain the best officers. Also, a leader who will motivate the staff and the community.	11/9/2020 3:58 AM
514	experience and courage	11/9/2020 3:52 AM
515	It's important to look within the department for someone that can do the job. You do t have to go out if the City of Dallas ti fund a candidate.Example Renee Hall there are plenty of in-house persons that can be interviewed for that job.	11/9/2020 3:52 AM
516	I believe the next Chief of Police should be promoted from within our police department. Time of action is now, we don't have time for outside hire becoming acquainted with our city and visible challenges.	11/9/2020 3:41 AM
517	Please hire the best qualified candidate for the office who will work to, or has a track record of, reducing violent crime.	11/9/2020 3:39 AM
518	City budget.	11/9/2020 3:31 AM
519	The next police chief should one that seeks to make ALL citizens feel safe and secure.	11/9/2020 3:30 AM
520	Consider what type of department the officer is coming from. Consider the size and the issue the previous department faced. We need someone coming from another department that is comparable to Dallas in size and inner city issues.	11/9/2020 3:13 AM
521	not at this time!	11/9/2020 3:06 AM
522	Only be open and honest	11/9/2020 3:06 AM
523	He doesn't need to hire a search firm, he's got a very capable leader in Malik Aziz, I feel that Malik Aziz is who DPD needs at this moment, he's highly respected in the community and with the Rank and File of the DPD. How much more talent are we to lose to other Cities? We continue to see great talent being hired to other Cities and it's time Dallas stops being the training ground for other cities.	11/9/2020 3:05 AM
524	Dallas, is Dallas and it doesn't fit, any other model than Dallas's, work within it strengths. The best candidates are local or in house.	11/9/2020 3:03 AM
525	First and foremost make sure the selected candidate has had extensive diversity training and possibly a degree in Soc/Psy to effectively show fairness when dealing with different ethnic groups.	11/9/2020 2:40 AM
526	Safety of all citizens. Fairness above politics. Kindness and reason. Love for our city, all its citizens and all of America - regardless of race, color and creed.	11/9/2020 2:16 AM
527	They should be thoroughly examined for psychiatric issues...this has a direct relationship to racial bias, fairness, honesty and sincerity.	11/9/2020 2:03 AM
528	I would like for him to consider hiring a candidate that can bring new life to the department.	11/9/2020 1:51 AM
529	When City of Dallas Council Member are legally arrested by the Dallas Police Department, the council members should be the ones losing their job and not the Chief of Police.	11/9/2020 12:44 AM
530	Preference given to someone local, someone familiar with Dallas, or at least Texas.	11/9/2020 12:35 AM

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531	Keep an open mind in all situations.	11/9/2020 12:21 AM
532	Hire a woman for this job.	11/8/2020 11:56 PM
533	Hire someone who plans on staying with the job for the long haul as it will take some time to get the stats on how the new chief is doing.	11/8/2020 11:28 PM
534	Community Review Board	11/8/2020 11:27 PM
535	Very few Dallas Police officers actually live in Dallas. That is a huge problem. They do not have a vested interest in Dallas or care about what is best for Dallas.	11/8/2020 11:04 PM
536	Try a white police chief. The black chiefs have been awful in my opinion. We have a lot of white citizens in this city also who would probably appreciate a change.	11/8/2020 10:59 PM
537	Stop with the useless liberal policies and get the job done. Violet crime MUST get under control. Stop being lenient on crime. Hire MORE officers. I do not know how the city cannot get it together! Stop crime and get rid of that weak, pansy DA!	11/8/2020 10:48 PM
538	No	11/8/2020 10:47 PM
539	Born and raised in Dallas, if possible. Asian in ethnicity would lead to increased diffusion of bias on the business level in current political climate. 12-15 + years of public service. Any SWAT experience preferred.	11/8/2020 10:36 PM
540	Please consider ALL candidates based on character interactions with DALLAS TX diverse community stakeholders!!!	11/8/2020 10:28 PM
541	N/A	11/8/2020 10:25 PM
542	WE ARE WATCHING AND WILL HOLD HIM ACCOUNTABLE FOR HIS CHOICE.	11/8/2020 10:22 PM
543	Dallas is a big diverse city. The successful candidate needs to come from a big diverse city NOT a smaller city. He/she will be overwhelmed. It's ok if the candidate is a deputy chief from Chicago or LA etc. we don't need to be the training ground for a neophyte. We need a hardened professional - who may be blunt but who needs to know what needs to be done.	11/8/2020 10:20 PM
544	BLACK LIVES MATTER SO MAKE THE RIGHT AND BEST CHOICE WHEN SELECTING. ALSO CALLS FOR THINGS SUCH AS LOUD MUSIC SHOULD BE ANSWERED, THAT IS HOW BAD NEIGHBORHOODS FORM.	11/8/2020 10:19 PM
545	Don't become arrogant with you power as hiring authority. Keeping the city safe and failing to become infatuated with your role is a must. This decision is not about you.	11/8/2020 10:12 PM
546	NA	11/8/2020 10:11 PM
547	Mayor Johnson, you stated that robust law enforcement is vital. The new chief needs to recognize cutting/re-allocating the police budget will not accomplish this goal. Also I understand domestic violence calls are one of the most dangerous police face. How is a mental health counselor or social worker supposed to deal with these types of situations? This is just not realistic. Lastly, does police training need to include more sensitivity? Of course but don't leave police with no way to protect themselves. Police will continue to leave in even larger numbers and who can blame them!	11/8/2020 10:10 PM
548	Get more foot patrol on the ground	11/8/2020 10:07 PM
549	Candidates should have a doctorate in a field relevant to policing. Education is critical.	11/8/2020 10:00 PM
550	The City of Dallas is at a crucial point where it can go the way of some major metro areas and lose substantial revenue through flight of its citizens or it can get back on track. We have come so far since the advent of intown housing back in the mid-90s. Now this backslide is threatening to take it all away. Put the money into the department- make it stronger!	11/8/2020 9:56 PM
551	I would like for him to consider a more progressive and innovative person who could relate to the younger generation.	11/8/2020 9:52 PM
552	We need more police, fire, and medics on staff. Expand the budget	11/8/2020 9:43 PM
553	The more closely the new Chief of Police works with the community, and the more they are able to regain its trust, the safer we can all feel in Dallas. You cannot police a community without being seen as part of it.	11/8/2020 9:42 PM

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554	DPD needs to recruit both experienced and inexperienced persons to join the force. It is very understaffed and the response times to 911 calls are too long. We need more officers on the streets to respond to calls.	11/8/2020 9:34 PM
555	Dallas is a diverse community. Illustrate as much by having diversity in its leadership. That does not mean Just Black. Diversity is Hispanic, Asian and other. Dallas is proportionally more Hispanic yet suffers from being trapped in the space that diversity means Black!	11/8/2020 9:26 PM
556	Please hire the best candidate regardless of race or sex. I thought Chief Hall's hiring was blatant affirmative action but was impressed by her performance and thought she did a good job yet city council still ran her off. Shameful.	11/8/2020 9:16 PM
557	The police chief (and the citizens of Dallas) should respect and care for the safety, well-being, career development, and interests of the Dallas police officers. We want them to take care of us. We need to take care of them.	11/8/2020 9:13 PM
558	No	11/8/2020 9:13 PM
559	Someone who will help make our city safer	11/8/2020 9:13 PM
560	No	11/8/2020 9:13 PM
561	I'm looking for someone who wants to serve the public, not just be a badass.	11/8/2020 9:11 PM
562	rational and logical thinking	11/8/2020 9:10 PM
563	Hire only the best available candidate from Texas regardless of sex, or color of skin.	11/8/2020 9:04 PM
564	Dallas is a world class city with more and more people moving here everyday. We need a strong, fair, no-nonsense approach to law and order. We back the blue and believe that training and listening to best practices are important. We want to protect and keep Dallas safe!	11/8/2020 9:04 PM
565	Broadnax -- Chill with the pandering to fill positions based on the color of someone's pigmentation. Hire THE BEST overall candidate this time because you totally dropped the ball by hiring Hall. Get someone that is cop-savvy, is actually street smart instead of book smart, and is going to listen to the the beat patrol cops. Right now, DPD has a total disconnect that seems to fall at the level of Lt and higher vs. those in lower ranks. Get it right this time Broadnax - people had such high hopes for you when you came to Dallas -- but you haven't tuned out to be a prize winner either.	11/8/2020 9:03 PM
566	From the questions on this survey, it is apparent that this selection process is doomed for failure. Dallas needs a chief that will take care of crime! Trying to worry about diversity is a complete waste of time and money. There is far too much whining going on by the citizens. Find a chief that will support the officers and keep us safe.	11/8/2020 9:01 PM
567	Pick a current or former Dallas Chief who knows our department and can remove those not getting the job done and promote those who can. Not yes men/women as has been the issue over the past 8 years, or since Kunkle retired. Malik Aziz, Albert Martinez, Gary Tittle would be the best choices.	11/8/2020 9:00 PM
568	Need a chief without their head in their [REDACTED] like Ms. Hall. Need to recognize problem areas like West End Station and refund our police force so [REDACTED] don't take over - but DON'T militarize. Make arrests but not give [REDACTED] -redlight-right-turn tickets. Invest in quality, community officers who care about the places they police and patrol and the people who live and work in them. Pay fewer officers considerably more to attract the best of the best. (Don't allow a SJW police chief - that's not in their purview)	11/8/2020 8:59 PM
569	Don't be jackwagon. Don't pander to BLM. Don't ignore the unacceptable increase in violent crime.	11/8/2020 8:59 PM
570	Experience is key, someone who is committed to justice regardless of color	11/8/2020 8:57 PM
571	Get someone with experience as a leader and as a Police Chief. We don't need someone who is learning on the job.	11/8/2020 8:56 PM
572	Position needs to be fill by a male. Person needs to be home grown. Person needs to be able to relate to community.	11/8/2020 8:55 PM
573	The police need to protect, not attack, people that exercise their right to peacefully protest. Officers that attack citizens are committing assault and should be charged and prosecuted	11/8/2020 8:48 PM

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accordingly. People with mental health issues need to be attended to by people with the appropriate training and expertise and not treated like criminals. Emphasis on building positive community relationships, recognizing that police officers are a part of the community and are there to protect and serve. The citizens they serve are not their enemies.

574	The rate of violent crime and theft has increased significantly in recent years. This should be a main priority, and prosecutions should happen, not matter the dollar value of the theft. People know that they will not be prosecuted for vehicle or store theft currently, which has increased the boldness of criminal and led to increased violent crimes as well. DPD is also severely understaffed, which has led to a host of problems in the city.	11/8/2020 8:48 PM
575	A chief that empowers their officers to fight/lower crime and will push the district attorney to hold criminals accountable instead of letting them out soon after they are arrested. If the chief cannot due something to help criminals stay in jail for their crimes, the why police officers even bother doing their job if it's all for nothing	11/8/2020 8:45 PM
576	Please just focus on reducing crime and making our city safe.	11/8/2020 8:33 PM
577	Hiring an individual living and working in this area should be a priority.	11/8/2020 8:32 PM
578	Active listening skills	11/8/2020 8:31 PM
579	Unbiased	11/8/2020 8:30 PM
580	The police chief must have the respect and support of his police force. The input of the current police officers is critical in selecting a chief.	11/8/2020 8:29 PM
581	I think it is important that officers and other law enforcement staff are provided with ongoing training with regards to intimate partner violence, how trauma affects the brain, systemic racism, and self care. It is also important that this chief is able to work towards breaking stigmas within the law enforcement community with regards to mental health treatment. This is a hard job and those on the front lines really need to have access to supportive care in order to ensure ongoing traumatic stress isn't interfering in job performance.	11/8/2020 8:27 PM
582	Prayer for Guidance from Above.	11/8/2020 8:24 PM
583	To build trust in the community, the police chief should focus on increasing diversity in the force. The police chief should focus on recruiting officers from historically underrepresented minority groups, particularly Black Americans.	11/8/2020 8:19 PM
584	I would like to suggest that the City Manager have meetings with all residents in every part of Dallas to know us and hear our voices, views, and thoughts!	11/8/2020 8:19 PM
585	Yes"Can You Make It SAFER FOR ME to Live Back in South Oak Cliff Area My Income has changed so Me And my Grandson 's would like that to Feel Safe, To Him Or Her to Consider That When He or She makes this Appointment.	11/8/2020 8:16 PM
586	Leave out politics	11/8/2020 8:15 PM
587	I believe the police chief job is safety, security and crime. Are these not the factors within his training? Community trust will come if these duties are done well. Homelessness, mental illness, addiction spreads police authority too thin.please give the chief availability to experts in these other areas. He should have hiring authority over these advisers so there are good working relationships.	11/8/2020 8:13 PM
588	Crime management and reduction is Job No. 1. If the police chief is unable to lead the department in this, social aspects do not matter so much.	11/8/2020 8:12 PM
589	I will be praying for the right candidate—than you for your hard work and diligence.	11/8/2020 8:12 PM
590	Police should be neighbors, not warriors. Embrace the idea of service instead of absolute authority.	11/8/2020 8:12 PM
591	A local candidate might understand the community needs better than any out of state candidate. History and understanding of the community needs is a must.	11/8/2020 8:10 PM
592	I think the City Manager and the City Council owe EVERY citizen an apology for cutting ANY part of our Police Dept Budget. Dallas is NEVER going to be a safe place to live as long as it is NOT a major priority to the City Manager or City Council. It is an embarrassment to see how our Police Department is regarded by this group!	11/8/2020 8:03 PM

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593	I would hope assembles a small team of people who he uses to reach a consensus hiring decision. Consensus decision will have a higher probability of success over a decision of one (him).	11/8/2020 8:01 PM
594	Please make the right decision. DO NOT hire someone because they are female and are black!! Or a male because he's black.	11/8/2020 7:58 PM
595	Experience	11/8/2020 7:58 PM
596	I think one of the problems in hiring a police chief, particularly someone from the outside, they will have a difficult time dealing with the racial/political climates in Dallas. Therefore; I think the new chief should focus on developing a leadership pipeline, so that the next police chief should come from within the ranks, so they will already have relationships with the police staff and community leaders. Chief David Brown was the best chief I have seen in Dallas in over 44 years, because he grew up in Dallas and spent his entire career in DPD, which gave him a perspective an outsider would never have when they try to navigate through the "political waters" of Dallas. The DPD has had a problem within the African American community, because there has been little accountability within the DPD to weed out the bad cops. Unfortunately, the Unions protect these bad cops, results in a lack of trust in the department by the community.	11/8/2020 7:54 PM
597	ideas from from all points of view	11/8/2020 7:53 PM
598	Create public education for elementary, jr and high school on respect, know right from wrong, and Do as good citizen. Cannot completely rely on parents to teach everything. Need to promote lots of positive tv ads on rights and avoid wrong ways. People need to be repeatly exposed to learn the moral right way of doing things. How to get help before it becomes a problem. Ban any guns or rifles that do not need to be in public and keep them for military purposes.	11/8/2020 7:53 PM
599	Promotes nonaggression and a thriving and safe city for ALL!	11/8/2020 7:52 PM
600	No	11/8/2020 7:51 PM
601	I hope the city manager hires someone who is willing to be innovative in reducing crime by reallocating DPD funds to community oriented solutions.	11/8/2020 7:49 PM
602	Zero tolerance of racial biases in policing	11/8/2020 7:47 PM
603	Homelessness and mental health issues are serious issues that require social workers, not necessarily police intervention. City needs a task force to deal with street people, the homeless, and people with mental health issues. Let the police focus on crime	11/8/2020 7:46 PM
604	someone like David Brown	11/8/2020 7:45 PM
605	Do not hire an outsider, non Texan, non-DPD	11/8/2020 7:44 PM
606	Hire the best qualified person.	11/8/2020 7:43 PM
607	Someone who makes our non white community members feel they can trust the police and not fear the police.	11/8/2020 7:39 PM
608	Base qualified candidates on merit not race and ethnicity. Time to get a sound brilliant mind back into Dallas. It's disturbing to see ourselves on the same level as Houston, Chicago or Los Angeles level leadership. We are Dallas and we must do better.	11/8/2020 7:36 PM
609	Get response time up and hire more officers	11/8/2020 7:36 PM
610	Actual experience proving she/he values -- not just tolerates--diversity and knows how to be inclusive in hiring, decision making, seeking and using community input.	11/8/2020 7:36 PM
611	Someone who knows what they are doing... someone who has had prior success in a big city	11/8/2020 7:36 PM
612	We pay less than many cities; we need someone officers love working for...so they will not leave so easily.	11/8/2020 7:33 PM
613	Deployment of resources to handle serious crime rather than wasting time and money on victimless crimes, minor misdemeanors and traffic offenses.	11/8/2020 7:33 PM
614	Please do not make this a race issue. Hire the best candidate, no matter if they are black, white, or Hispanic.	11/8/2020 7:33 PM

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615	Consider why past hires did or did not excel.	11/8/2020 7:31 PM
616	He needs to work with the mayor and city counsel on this. Representatives from the police department should also have a say.	11/8/2020 7:31 PM
617	Please consider hiring a police chief that is black or Latino. That believes that mental illness is real and should not fill the jails with mentally ill people. Address it in such a way that the residents of Dallas benefit. Thank you!	11/8/2020 7:31 PM
618	WE need to get a larger police force and one that is not constantly overwhelmed every day.	11/8/2020 7:30 PM
619	Consider all people who are equally qualified for the position . Make the one right choice that serves all the people honorably and equally serves and protect . Thank you . Richard Stewart .	11/8/2020 7:30 PM
620	We need a leader who will has integrity and emotional intelligence. A 'yes we can' attitude towards progressive change and empathy for the under served communities. Anyone not having this mentality or qualities is unacceptable. No citizen in Dallas, or anywhere else in the world, should be tear gassed while peacefully protesting.	11/8/2020 7:29 PM
621	Recruitment is absolutely necessary	11/8/2020 7:27 PM
622	Find a Chief that has the guts to back up the officers.	11/8/2020 7:25 PM
623	Please hire someone who has had a good track record from where they worked in the past. We hired from Chicago and brought their problems here. Lets not let that happen again.	11/8/2020 7:23 PM
624	Important characteristics are integrity, leadership, and deep belief in the rule of law.	11/8/2020 7:22 PM
625	Please get someone of high character. It's an impossible job and we need to trust that they are ethical	11/8/2020 7:22 PM
626	Make sure the candidate is capable of managing a police dept of the size and diversity of Dallas. A candidate with strong values that will respect the existing chiefs/officers/staff, and has strong respect for Dallas and the citizens! Unlike the previous candidate you hired who wanted to pattern the Department after Detroit, with the increase in violent crimes in Dallas, she was on the way to succeeding.	11/8/2020 7:21 PM
627	Yes. I'm probably going to move because the city does not feel safe.	11/8/2020 7:20 PM
628	Yes, make sure that he/she be treated fairly by all! I grew up in a small town, but back in the day when I came to Dallas to visit my family the police officers knew the people in the community that they served! Just like they did in my home town! We need more community policing. So they can get to know the people in the community! Polices are human just like all of us., but we all need to love one another and come together more!	11/8/2020 7:20 PM
629	It is important that Dallas continue to increase its commitment to the betterment of its most vulnerable citizens, specific those experiencing homelessness. DPD must partner better with the Metro Dallas Homeless Alliance and Continuum of Care street outreach agencies to more ethically and collaboratively address large encampments of unsheltered people. Plans have been created over the years to engage encampments which have for years been ignored, at great cost to the people living there without hope and without a home. Additionally not only different training but different, more specialized personnel are needed to engage people suffering from severe mental illness. We cannot expect our police officers to be experts at de-escalating every situation, but instead they can be experts at stabilizing and securing a scene while social service personnel are dispatched to defuse emerging conflict. Diversify the police!	11/8/2020 7:19 PM
630	Someone who has police chief experience; person work with all walks of life; ideas help new & current police officers to help in all situations; & ideas to help with dealing with people that have mental illness and disabilities.	11/8/2020 7:18 PM
631	I would love to see Dallas noted as a southern city that has an excellent relationship between police and people of color. We are nowhere near that currently, but it should be a goal. Let's focus police on police work, and not issues they shouldn't have to deal with (counseling families, mental health, etc).	11/8/2020 7:14 PM
632	N/a	11/8/2020 7:13 PM
633	Need to have a proven track record of policing	11/8/2020 7:13 PM
634	Keep in mind, a police chief is not a social worker. She is responsible for creating policies that	11/8/2020 7:09 PM

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address the crime issues particular to Dallas and must educate and hold accountable her force of trusted, trained individuals. She also must have their back. She must be able to effectively Communicate with community leaders and residents and gain their trust. When a law is broken there are consequences, individuals committing crimes must be aware of those consequences. There should be no free passes for race or gender everyone should be treated equally under the law. I am certain that Dallas has laws on the books and those are the guides provided to our police force. Perpetrators committing those crimes must understand the specific consequences. If laws are broken, appropriate action must be taken with no exception. The keyword there is "appropriate". Increasing the policing in the most vulnerable areas of Dallas must be a part of the policies the new police chief focuses on.

635	Yes for he/she to be familiar with the TV show "The Wire". They should elaborate on what the show means to them.	11/8/2020 7:07 PM
636	No, but thanks for asking our input.	11/8/2020 7:05 PM
637	Find someone whole will hold police officers who break the law accountable. Understanding of the statement to defund the police is not meant to reduce law enforcement. It simply means we want individuals (not the entire force) to be trained to not kill unarmed people and get away with it. Murder is murder and just because you put on your work attire shouldn't protect an individual from a crime. The next Chief should be a humble person who wants to protect and serve the community and surround himself or herself with the same kinds of human beings so we can all respect the force with out fear.	11/8/2020 7:04 PM
638	No	11/8/2020 7:04 PM
639	Do your job. You make a heck of a lot of money running this City of Dallas and so far, we are not getting our money's worth as citizens of this fine City.	11/8/2020 7:03 PM
640	Remove bad police, promote good police officers	11/8/2020 7:03 PM
641	Intelligent,practical,tactical	11/8/2020 7:02 PM
642	Yes as you make this appointment consider providing the necessary resources for the 75217 zip code to stop the high trend of crimes as it currently has.	11/8/2020 7:01 PM
643	Safety for all citizens.	11/8/2020 6:55 PM
644	Manage your people on both sides. Make sure that the Mayor owns it and that your hire knows how to handle change of authority internally.	11/8/2020 6:54 PM
645	Hire best applicant available . . . regardless of gender or race.	11/8/2020 6:53 PM
646	Without law and order, we do not have a city	11/8/2020 6:52 PM
647	Officers should be in community and enforce all laws including traffic. Street racing is out of control and needs to be addressed	11/8/2020 6:51 PM
648	It is important for our Chief of Texas to be more interested in law and order than what is politically expedient.	11/8/2020 6:49 PM
649	I'd like another woman to have a chance. Just because our current chief didn't work out, it shouldn't harm Any other person's chances	11/8/2020 6:47 PM
650	Hire an experienced Chief. Not someone who has not been a Chief.	11/8/2020 6:47 PM
651	Policing needs to be modernized to fit today societal needs.	11/8/2020 6:46 PM
652	Make sure this person has exemplified the highest standards in honesty and integrity with everyone,PERIOD.	11/8/2020 6:45 PM
653	For him/her to protect our officers and back the blue. Crime has been on the rise and our officers here in Dallas have been doing a great job at trying to defend its citizens.	11/8/2020 6:45 PM
654	Use common sense and don't hire anyone for the wrong reasons. Hire someone that has staying power. This job seems to get a new person every year.	11/8/2020 6:44 PM
655	I think it's critical that the Chief be someone who embraces the practice of community policing with sincerity and not just rhetoric. I also hope we get a Chief who believes in full transparency when it comes to officer accountability. Finally, I think the Chief should be required to live in Dallas.	11/8/2020 6:44 PM

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656	MUST KNOW DALLAS - PREFER CANDIDATE HAS BEEN PART OF DPD OR LIVED IN DALLAS AREA AT LEAST 10 YEARS. WHERE IS THE LATINO LEADERSHIP IN DPD?	11/8/2020 6:43 PM
657	Appoint someone who will hold citizens and residents accountable for their actions and not allow people to steal, assault, and vandalize under the guise of "protesting".	11/8/2020 6:42 PM
658	Pick someone who is BEYOND qualified and do not micro manage them. The City Manager needs to stay in his lane and he can if he picks a high caliber person. Stop trying to always be politically correct and choose the best person for the job.	11/8/2020 6:41 PM
659	I don't understand why so much money and time is spent outside the city in finding a new police chief. Some one inside already here who understands Dallas would be wise.	11/8/2020 6:40 PM
660	Encourage dallas district attorney to support the police with prosecuting criminals!	11/8/2020 6:39 PM
661	We need someone that will regain the confidence of the officers. Someone that will listen to their issues and respond to them. Not someone that allows officers to wear beards and/or earrings and think that will instill incidence in their Chief. I believe the new Chief should know about patrol & what truly goes on in the streets. Community policing is important, but policing those that don't respond to community policing is even more important right now.	11/8/2020 6:39 PM
662	N/a	11/8/2020 6:39 PM
663	Better than his last hire. You could tell early that she was in over her head.	11/8/2020 6:38 PM
664	Someone how to stay and get the job done	11/8/2020 6:36 PM
665	Race, gender, religion, skin color should not influence the decision. Choose the best and most qualified person for the position. Please do not reverse discriminate against a white male, just because it is the ever growing trend.	11/8/2020 6:34 PM
666	No	11/8/2020 6:33 PM
667	Keeping all the police personnel we have and hiring more good people and train them in the proper performance of their duties.	11/8/2020 6:33 PM
668	We need MORE Police with enhanced training to handle today's issues. We do NOT need a political pundit or someone in favor of "defunding." Our highways in Dallas have become virtual racetracks for motorcycles and drag racers. It is an unsafe situation that needs to be dealt with IMMEDIATELY!	11/8/2020 6:32 PM
669	We need a chief who can empathize with all segments of our community.	11/8/2020 6:32 PM
670	Look for someone who can unite the community we are so horribly divided right now	11/8/2020 6:31 PM
671	Servant leadership	11/8/2020 6:30 PM
672	The police still play a vital role in preserving public safety. While racial issues and police brutality are major problems clearly needing attention, protecting the public and focusing on reducing crime should be priorities. People need to feel safe and that someone will be there when help is needed.	11/8/2020 6:30 PM
673	Someone with experience, integrity, good with media and instills loyalty in police officers.	11/8/2020 6:30 PM
674	No.	11/8/2020 6:29 PM
675	1.Focus on Dallas needs not their needs. 2. Choice not based on political relationship referrals.	11/8/2020 6:28 PM
676	Make sure that the top candidates are vetted properly, that includes feedback from community organizations from their respective cities, as a part of the routine process, like checking for experience.	11/8/2020 6:26 PM
677	I would like him to hire someone who will immediately reduce crime in our city and get input from the Mayor who is a trusted figure in the community!	11/8/2020 6:26 PM
678	No	11/8/2020 6:24 PM
679	Continue to be fair and independent. Don't yield to political pressure	11/8/2020 6:22 PM
680	We reduce the amount expectations on the police and transfer some of those burdens on to other community services ie homelessness, mental health...	11/8/2020 6:22 PM

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681	I believe hiring based on race or ethnicity is less important than the track record of the top candidates. Successful leadership of other department(s) should be a huge influencer. If we need to pay top dollar to recruit the best and brightest from another major market, we should do so. Please recognize the criticisms of our department, lower wages that cause us to lose competent officers to other communities remains an issue, and our city should act to reverse this trend.	11/8/2020 6:21 PM
682	Have town hall meetings where citizens can voice their issues	11/8/2020 6:20 PM
683	Hire someone with core values of respect for all people of Dallas. Racism is very real and we need to someone that can bring us together as one	11/8/2020 6:19 PM
684	We need someone who is not afraid to address and correct, senseless police brutality against people of color. We need someone who can lead the department to do its job, which is to protect and serve, not terrify and dominate.	11/8/2020 6:17 PM
685	It will take the entire city to combat crime in the city. The Chief should have every officers, leader and City Manager 's support. The new Chief shouldn't have to bare the burden of reaching a solution to crime by him/herself. This a city problem not an individual problem. We all have a part to play.	11/8/2020 6:17 PM
686	Visits all parts of the city, knowledge of it, and ensuring that the chief has a good communication assessability to the community.	11/8/2020 6:17 PM
687	The new chief must have the complete support of the City manager and Coty Council.	11/8/2020 6:15 PM
688	Cut out the noise of national politics and find someone who is going to build confidence among officers at DPD and recruit, train, and deploy high quality officers.	11/8/2020 6:15 PM
689	Judge the applicants fairly, don't base it on race alone, if a person qualify, hire them.	11/8/2020 6:15 PM
690	No	11/8/2020 6:14 PM
691	I don't see much emphasis on local neighborhood /community knowledge and or understanding - I believe this is also helpful and Important to success here	11/8/2020 6:13 PM
692	just be fair to all people no matter what their race or genders are	11/8/2020 6:12 PM
693	Reinstate police overtime that was cut/reduced recently. Improve police response time to accident and other crime related incidents.	11/8/2020 6:11 PM
694	The new hire must be strategic and a progressive person. They must reform current staff and hold them accountable. They must set the bar higher. Ultimately crime must come down in South and Southwest Dallas.	11/8/2020 6:10 PM
695	Not at this time.	11/8/2020 6:09 PM
696	The Community Police Oversight Board seems to have way too much power. I've attended all meetings whether in person or virtual. This is an extremely biased group. The next police chief should come from the Texas Rangers. It's a diverse group, however full of unbiased integrity. Makes no sense to spend tax payers money on outside sources. If this city is concerned about its infrastructure & attracting new businesses, it had better focus on getting the "right & most qualified" police chief, and not so much on diversity. Crime is off the charts in Dallas and trust me potential businesses are watching.	11/8/2020 6:09 PM
697	Put Community safety FIRST.	11/8/2020 6:08 PM
698	Please reduce crime	11/8/2020 6:07 PM
699	We need a strong leader who will show courage and honesty if and when unfair character attacks occur. Public safety must be the number one priority.	11/8/2020 6:07 PM
700	City Manager to be transparent real time when selection process is underway.	11/8/2020 6:07 PM
701	We need a police chief can reduce violent crime. We need a police chief who is NOT political but who trains the police force and is able to connect with the community.	11/8/2020 6:07 PM
702	Empathy	11/8/2020 6:06 PM
703	Good luck!!!	11/8/2020 6:06 PM
704	Our next Chief should be Hispanic. We've given other nationalities a chance and now it's time	11/8/2020 6:05 PM

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	for a Latin Chief.	
705	Someone that will be a part of the community and accessible.	11/8/2020 6:05 PM
706	Take the time to hire the best candidate available and not simply look for a diverse candidate	11/8/2020 6:05 PM
707	Get someone with a lot of real street experience	11/8/2020 6:04 PM
708	Please hire someone who is willing to embrace diversity in the community and is willing to work with community leaders in addressing problems & solutions and that holds integrity and honesty to the highest value in him/herself or the DPD at large. Transparency is key.	11/8/2020 6:02 PM
709	Consider moving budget to deal with the mental health issues that police deal with now. Tackling the homeless issue will also help the mental health calls. Above all else - help reduce racial tension through community engagement and education.	11/8/2020 6:02 PM
710	Crime is top concern.	11/8/2020 6:02 PM
711	Please prayerfully consider your options, and I will be praying for you as you make this choice!	11/8/2020 6:01 PM
712	Please seek candidates who have experience in decreasing crime and creating a safer community while building an educated and strong police force that can get the job done. I don't care about gender or race. I care about having the right person in place to save this city.	11/8/2020 6:00 PM
713	Can the community question the candidates before the candidate is hired?	11/8/2020 5:59 PM
714	Consider the total pay (take home dollars) that each employee makes. Consider that you are part of the "family."	11/8/2020 5:59 PM
715	Please select someone who has a commitment and proven track record in stopping or lessening police violence, particularly respecting peaceful protests.	11/8/2020 5:59 PM
716	That is all, Thank you Praying!	11/8/2020 5:58 PM
717	Hire someone from outside the DPD as the new chief	11/8/2020 5:58 PM
718	Strong background check. This person should possess strong listening skills- pay attention, show that you are listening, defer judgment, and respond appropriately ( and every situation is different every single time). Suggest taking a course in active listening ...!	11/8/2020 5:58 PM
719	Dallas needs a Chief who will be a leader and set an example for other municipalities to follow instead of relying on 'national best practices.' National best practices in policing for most of this country's has meant policies and procedures that were inhumane, immoral and frankly embarrassing to look back at. I hope the new Chief's version of policing includes an actual innovative look at community safety and less the version of 'policing' that is so inspired by policing's racist inception and history in this country.	11/8/2020 5:58 PM
720	Please don't hire a liberal hack	11/8/2020 5:57 PM
721	Find someone within the department that police respect. The command staff that Hall brought in had no clue and it's hard to respect the staff that should have never been put in place. You want some folks that know something about the people that are already in house! I have one name that should have never been skipped!! Respected by many and always get things done! Call me... I'll help you select the right person for the job. Bye bye Hall. Saw this dooms day coming!!	11/8/2020 5:57 PM
722	Get a new City Manager and stop Clay Jenkins from being the "voice" of Dallas!!!!	11/8/2020 5:56 PM
723	Please go for someone strong but caring. We want someone who builds relationship with community, but doesn't kiss ass and turn a blind eye to reality. Kids at schools use to get playing cards with cops photos on them... now they're taught to fear them. We need to change that, without becoming weak. Head strong leadership with nurturing.	11/8/2020 5:56 PM
724	Please be open minded and not necessarily just politically correct	11/8/2020 5:56 PM
725	All residents of Dallas deserve the best Police Chief, regardless of race and ethnicity. We all want to be safe in our homes and neighborhoods. We love Dallas and want it to be the best-run city in the nation...in all departments.	11/8/2020 5:55 PM
726	Think long and hard about whether your top candidate will be accepted and respected by both DPD as well as the community. Get input before making the final decision.	11/8/2020 5:55 PM

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727	To hire somebody within the Dallas Police Department Somebody that is familiar with the Dallas Area.	11/8/2020 5:54 PM
728	Don't use race. hire best person to take us into the future	11/8/2020 5:53 PM
729	Does the person have any community health, mental health training/social work.	11/8/2020 5:53 PM
730	Focus on reducing crime and zero tolerance for criminal behavior. We don't need a community activist: we need a strong leader who recruits top quality officers, develops them,retains them and supports them.	11/8/2020 5:52 PM
731	Be it a woman or a man please be rock solid honest when you pick the next Police Chief because I think that our last PC was given a bad rap because she was a woman!	11/8/2020 5:51 PM
732	The survey covered major considerations when seeking for another individual for the Dallas police chief position.	11/8/2020 5:50 PM
733	That they are willing to work for the people. To get programs started to involve the community and the Police department.	11/8/2020 5:50 PM
734	Less traffic policing , more policing driving in high crime areas..... Sometime its six cars of police just to write 1 traffic tickets	11/8/2020 5:50 PM
735	Recruit someone from a large city like chicago etc experience w gangs and violent crime so he/she can apply this knowledge to a fast growing city.	11/8/2020 5:46 PM
736	We must have someone experienced and ready to make change on day 1. Dallas is getting more dangerous by the day. Tough policies and change needs to happen immediately.	11/8/2020 5:45 PM
737	Hi TC- I'm a CERT member and get your regular phone message updates. Thank you for everything you do. Based on your messages, I have full confidence in your decision making. This is personal and may seem random, but I want to share that the only reason I didn't go to the BLM protests this summer was because I only have one eye and was afraid of police response (tear gas, rubber bullets—some of which happened!). At least 8 people in the US lost an eye to rubber bullets from the police. I think it's really sad that my fear of being harmed by the police is what stopped me from expressing my support for my black friends and neighbors in that way. (I took some courses on racism and history online with some of my nurse friends instead.) I just didn't have an eye to spare to go to the protests, and I would have liked to attend. I appreciate that you are taking resident input into consideration. Thanks again for all that you do!	11/8/2020 5:45 PM
738	He needs to listen to the Mayor and interview officers who are out in the neighborhoods everyday	11/8/2020 5:44 PM
739	The chief HAS TO acknowledge and ensure training against racism and implicit bias. Also MUST hold officers accountable with no fear or favor based on camaraderie and police union/association affiliations and work with the community.	11/8/2020 5:44 PM
740	Find someone who will embrace modern solutions such as social or mental health workers for certain calls.	11/8/2020 5:44 PM
741	Look local	11/8/2020 5:42 PM
742	I'd like for the City Manager to realize the citizens of Dallas need a fair and equal police department that does not strike fear in the hearts of its citizens, fear that the responding officer will not strike out and react in racism and hatred.	11/8/2020 5:42 PM
743	Please hire from within this time. We can't afford the learning curve with an outsider.	11/8/2020 5:40 PM
744	Make sure all citizens get are not abandon in there community taking up to 1 to 2 hours before police response to a call in your zip code	11/8/2020 5:40 PM
745	Please do the right thing. Start with hiring an empathetic leader. Then ensure accountability at every level and no more silenced bad behavior. People first.	11/8/2020 5:39 PM
746	No	11/8/2020 5:39 PM
747	Think on the black males that susceptible to violence daily. There are racist officers still in Dallas, make it safe for everyone	11/8/2020 5:39 PM
748	His or her background on racial issues.	11/8/2020 5:38 PM

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749	Racism in policing is real; please make this your #1 hiring priority	11/8/2020 5:38 PM
750	We can't afford to get this wrong again. Lowering Dallas' violent crime rate will require empowering whoever is selected as the new chief with the technology tools to detect and more rapidly respond to gun shots. Bottom line - the current police force shows up in a very reactive manner today (too little, too late). We need leadership that values and demands community involvement. Crime is up because police are not visible in our communities. It is open season on the City of Dallas and has been for some time.	11/8/2020 5:38 PM
751	The future of our city depends heavily on maintaining safety.	11/8/2020 5:37 PM
752	The best candidate regardless of group pressures to select a given ethnicity or gender.	11/8/2020 5:37 PM
753	We really need to solve the moral problem. I have personally spoken with a number of Police officers who are discouraged with how they are treated by our City leaders. The pay structure is off and discourages veteran officers. Not smart.	11/8/2020 5:36 PM
754	N/A	11/8/2020 5:35 PM
755	Someone who will stay in the position long term	11/8/2020 5:35 PM
756	Taxpayers interests should be more important than abstract political theories.	11/8/2020 5:35 PM
757	The City Manager should not listen to the media. The police chief needs the support of the city and first and foremost reduce the crime in the city that has exploded. The city manager needs to listen to to the search team and make a fair and unbiased decision. I hope that can happen for our city.	11/8/2020 5:34 PM
758	Considering race, gender or religion in the selection process is morally reprehensible. Don't be morally reprehensible.	11/8/2020 5:34 PM
759	Most important item for me is the recruiting, retention, and development of officers. We need someone who will build out our police officers and expand the number of officers. Too often serious 9-1-1 calls take too long to get a police response. Quality and competitive recruitment is paramount.	11/8/2020 5:33 PM
760	It would be interesting to see/hear what the previous Police Chiefs did well and why they retired or exited. Is the police union setup to support the chief?	11/8/2020 5:32 PM
761	We have well qualified people right here in Texas look within and get someone familiar with the city.	11/8/2020 5:32 PM
762	Make sure the new chief is local and understands the city issues. He or she needs to be from the Dallas community.	11/8/2020 5:31 PM
763	N/A	11/8/2020 5:30 PM
764	The attitude towards police has caused the rise in crime...the police chief has to be confident in his ability to stand up to crime.	11/8/2020 5:30 PM
765	it should be the best candidate for the job no matter gender, sexual orientation or race. we need a strong leader.	11/8/2020 5:30 PM
766	Yes, chief must liaison with organizations that are working strategically to reduce poverty. Poverty is a root cause of violence, as studies show. New chief must work hand in hand with the city's efforts to reduce poverty.	11/8/2020 5:30 PM
767	Hire the best candidate for the job, regardless of that candidate's gender or race	11/8/2020 5:28 PM
768	Current chief Hall is excellent	11/8/2020 5:26 PM
769	Holding Officers accountable. As citizens are held accountable. Nobody is above the law.	11/8/2020 5:26 PM
770	Go for the best qualified regardless of sex or race. Pay for the best. Stop playing games with our city	11/8/2020 5:26 PM
771	Complete the process--be thorough and collaborative	11/8/2020 5:24 PM
772	dallas has become violent and unstable. we must have someone who will bring this city back to a respectable place	11/8/2020 5:23 PM
773	Na	11/8/2020 5:01 PM

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774	Our city is facing a rise in violent crimes and burglary/theft. We need a leader that will find solutions at the core to prevent this activity and create a safer city for all. At the same time this person should be open minded and accepting of all people, despite race, affluence, gender or sexual orientation.	11/8/2020 3:59 PM
775	Look for someone who has the ability to see beyond their own next raise or their next job.	11/8/2020 3:59 PM
776	How the city and the new chief will reign in the obscene power the police unions currently possess.	11/8/2020 3:57 PM
777	The new chief really should be someone from our community or at the least from a community very similar to ours.	11/8/2020 3:52 PM
778	See if David Brown would consider returning	11/8/2020 3:07 PM
779	Their Mental health And how he/she handles stress.	11/8/2020 2:55 PM
780	Honesty and transparency	11/8/2020 2:26 PM
781	Would love to see DPD promote a current officer from within. A cops cop so to speak. Someone who has come up in the ranks of DPD.	11/8/2020 2:11 PM
782	Implementation of field audits - ie designated police trainers that shadow police on an incremental basis regarding practices; someone who is stellar at recruitment and retention.	11/8/2020 2:03 PM
783	Cut all the ██████ and reduce the ██████ crime. This is unacceptable and you are failing us. Every night I hear gunshots and battles and never get a response when I call to report it. People are afraid to walk out to their cars and with rise in in-home invasions and burglaries, are not even safe there. DO YOUR ██████ JOBS and keep us safe.	11/8/2020 1:16 PM
784	to RESIGN his position immediately... he chose the last female chief from DTW... how has that worked out? choose someone else to make that decision or hire & promote the Assistance Chief now!!!	11/8/2020 12:38 PM
785	We need a bipartisan Chief who listens to the community and their staff. Last one did not want to make even the smallest progressive changes to help her staff. It is not a dictatorship position- be a leader that has the genuine love and concern to fix our problems and get more deep than just surface level issues. Have open dialogue with the community. Get community engaged- we want to help our city - use us	11/8/2020 11:49 AM
786	It's important to choose someone with experience in a large metropolitan area, who has a successful resume of implementation of programs to reduce crime in the city, instead of hiring someone from the city with the highest crime rate in America and then expecting her to succeed here, as was done with our last police chief.	11/8/2020 11:47 AM
787	They need to give all police raises so they can keep them in Dallas after they are trained.	11/8/2020 11:28 AM
788	Hire within the department, someone that knows Dallas, Texas (period)	11/8/2020 11:25 AM
789	No	11/8/2020 11:19 AM
790	Should be someone qualified for the position and has proven record of being able to get things done.	11/8/2020 11:14 AM
791	Offer a trial period for first year and only a 3 year contract. it will take 3 years to make a difference in what has happened previously in Dallas. And it can take 3 years to mess it up even more. After 3 years you should know if you want to keep this person on one way or the other.	11/8/2020 11:11 AM
792	Please consider local candidates with roots. We don't need a new chief every three years.	11/8/2020 11:06 AM
793	It is vital to speak directly to the people in our city via focus groups - particularly people of color and those in areas with the highest instances of crime. We need to heavily invest in implicit bias/DEI training and work to build trust between the Chief/department and our citizens - particularly people of color.	11/8/2020 10:56 AM
794	Please choose someone who will be racially astute.	11/8/2020 9:45 AM
795	I believe the chief of police needs to ensure that Dallas police officers enforce the penal code as it is written and intended and not according to their personal or political interpretations.	11/8/2020 9:42 AM

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796	Hire someone who has a proven track record, as a chief, in reducing crime in a major city. We don't need someone who will be learning on the job.	11/8/2020 9:31 AM
797	Leadership is the most important thing. A great leader can delegate the other elements	11/8/2020 9:10 AM
798	Street racing is a huge problem, and getting bigger since the pandemic. My two friends, the Arbours, just died in Fort Worth by street racers and left 4 kids without a mom and dad. In Dallas we hear them every weekend and weeknight and see new donuts/tire marks on the road every morning. The new chief, along with the city, needs to strategize how we can keep our roads safe from street racers and punish offenders.	11/8/2020 8:51 AM
799	Stop police brutality	11/8/2020 7:55 AM
800	Have a police chief who enforces the law for both citizens and staff and who doesn't back down due to political pressure.	11/8/2020 7:32 AM
801	Needs to instill trust & confidence from the department personnel	11/8/2020 6:58 AM
802	Change training to steer away from a "shoot first" mentality.	11/8/2020 6:44 AM
803	Experience working in a big city is ideal.	11/8/2020 6:44 AM
804	Someone who will be here for awhile who can heal divide reduce crime innovate and recruit new officers.	11/8/2020 6:26 AM
805	Crime reduction, traffic enforcement, narcotics interdiction, human trafficking interdiction	11/8/2020 6:02 AM
806	Do not reduce the police budget. Also, consider approaching highly qualified candidates instead of waiting for them to come to Dallas. Finally, insist the new chief commit to a minimum stay so officers don't constantly have to deal with change at the top.	11/8/2020 5:30 AM
807	The police must be fully allowed/able to do their jobs to protect the citizens. They cannot be "handcuffed". The new Chief of Police must support this.	11/8/2020 4:45 AM
808	hire someone who understands that although the police may be the responders called, they are not the optimal responders to every situation and partner with mental health experts. Also trained in effective de-escalation practices.	11/8/2020 4:14 AM
809	Thank you for letting us have input in this process. I would love to know the police by their names that patrol my neighborhood. I think we can reduce crime if we can talk to our civil servants. Also, if we have officers certified or hire community groups to help with mental issues, domestic violence, child abuse, and drug problems.	11/8/2020 12:11 AM
810	Defund DPD and invest in quality of life. The communities with the lowest crime don't have the most cops, they have the most resources.	11/7/2020 10:14 PM
811	someone who isnt just using this job as a stepping stool	11/7/2020 7:50 PM
812	Protect innocent citizens from BLM and Antifa protesters. Arrest them when they are harassing people and work with the DA to ensure they're prosecuted. If you don't protect law abiding citizens, we will move out of the city and there goes your tax base.	11/7/2020 7:33 PM
813	Strong leader, that the officers can respect. Preferably someone from Dallas and who cares about the city and the ones who serve. We moved from Dallas because there are not enough officers and the city is going downhill fast. I lived in Dallas for 54 years, but stopped feeling safe and only feel safe when I get past the city limit.	11/7/2020 7:31 PM
814	Look carefully inside the entire department and hire from inside the department. Base a background on lifetime of checks and value balances.	11/7/2020 7:11 PM
815	City Manager been here long enough, so someone who can handle pressure from his office, City Council and Community. Keep it business regardless of gender. Praying he pick right person for City of Dallas TX	11/7/2020 6:50 PM
816	Please focus on reducing crime and not kowtowing to professional agitators.	11/7/2020 6:42 PM
817	It's time to look into technology too. We were one of the last US cities to get police digital radio system. Time to up the game on smart policing solutions - data analytics, predictive policing, get smart, use technology to help police.	11/7/2020 6:11 PM
818	Traditional policing isn't working, we need a police chief that's unafraid to make needed and	11/7/2020 6:05 PM

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bold changes.

819	Someone with a backbone who does what's best for the police department and citizens... not going to bow to a loud minority.	11/7/2020 5:59 PM
820	STOP BLM.	11/7/2020 5:41 PM
821	Please focus on hiring the most qualified candidate. I don't care what color or race the person is but hire the best. Too many times the police chief has been hired to signal virtue by hiring a minority candidate rather than getting and keeping the best. For example, Chief David Brown and Chief David Kunkle were excellent; Chief Terrell Bolton and Chief Renee Hall were awful. Maybe we just need to hire somebody with the first name David! :-)	11/7/2020 5:17 PM
822	We need a police chief that will enforce the law. No one can be above the law. No close relationship with known criminals.	11/7/2020 5:08 PM
823	The Police Chief should reflect the community being served and should be able to lead and police in the political environment we are in now. They should be able to handle policing people without automatically criminalizing them and set the example for de-escalating high pressure situations. This person should know the community there are coming to serve and be willing to live in the communities that really need attention, not avoid these areas.	11/7/2020 5:05 PM
824	Base the hiring on someone QUALIFIED over their demographics	11/7/2020 5:05 PM
825	Hire within the department.	11/7/2020 4:51 PM
826	Not have people like Dominic Alexander on the selection committee	11/7/2020 4:47 PM
827	Look to Camden police department as a model	11/7/2020 4:14 PM
828	Why is the current chief still employed?	11/7/2020 4:00 PM
829	That the chief of police answers not only to him but also to the city council and citizens of Dallas. The residents should have a part in the decision.	11/7/2020 3:15 PM
830	If the right decision is not made, it could impact his job!	11/7/2020 2:53 PM
831	In my experience in Dallas, many officers abuse their authority when it comes to women and minorities. Some practices (like making an excuse to pull an innocent person over so you can search the car) create tremendous cynicism and damage the department. That cynicism is then misconstrued with suspicion in future interactions.	11/7/2020 2:51 PM
832	No more racist cops	11/7/2020 2:49 PM
833	experience working as officer for the dallas police dept - promote from within. a person who will have trust of the dpd and residents. great people skills AND be an INTELLIGENT LEADERSHIP, leads from strength. no more silly or stunts. a person who will have respect of the force and the residents.	11/7/2020 2:44 PM
834	There needs to be an emphasis put on reforming police policies, working with city council, and the DA for far too long y'all have worked against each other and not towards solving the issues at hand in Dallas. The citizen oversight board should be rotated yearly, and more volunteer police positions should be made available. You should be managing overtime instead of cutting it. Also there should be someone actively recruiting (whatever program currently used isn't working) when every competing agency in the surrounding has better pay, benefits, and a lack of simply put bullshit to contend with. Please feel free to reach out to me and I will give you my genuine opinion on the chaos I've seen since living here. [REDACTED]	11/7/2020 2:18 PM
835	Someone who is familiar with the city and community. Who will hold staff accountable. Preferably someone with experience and and not biased	11/7/2020 2:13 PM
836	Don't hire a socialist/communist. Don't hire on the basis of race or gender identification.	11/7/2020 1:51 PM
837	Dallas has struggled with an increase in violent crime all over the City in the past year. There needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.	11/7/2020 1:47 PM
838	Be sure to give those in DPD a fair chance. I think we have some excellent Deputy Chiefs. Also consider those who worked previously at DPD, but may have left to pursue opportunities elsewhere.	11/7/2020 1:38 PM

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839	Emphasis on crime prevention techniques	11/7/2020 1:37 PM
840	I would like to see the manager to consider promoting from within the department. I believe we have very many competent chiefs who is fill the role as police chief for DPD.	11/7/2020 1:32 PM
841	That once they are hired they will be able to do their job and not be a puppet. Or be bullied by the DA.	11/7/2020 1:18 PM
842	Preserve our history and integrity. We don't want someone who can be bought or influenced to make compromise	11/7/2020 1:17 PM
843	The Chief is Pro 2nd Ammendment Is not a progressive	11/7/2020 1:16 PM
844	Hire a chief who can stand up to the Dallas Police Association. Hire a chief who, in the interest of transparency would, for example, be willing to let a reporter embed with a class in the Police Academy, because THAT is where many dangerous, outdated attitudes toward the public are perpetuated. No? Prove it by letting a reporter cover it.	11/7/2020 12:25 PM
845	I feel like it would be best to hire a person who is from Dallas County, has had a lot of positive interactions with primarily minority communities, and currently has some sort of a plan to promote positive relationships with each community and reduce crime across the county.	11/7/2020 12:12 PM
846	Has to work well with all city levels of government	11/7/2020 12:09 PM
847	Working and recognizing Crime Watch groups and individuals promoting DPD/Citizens goals	11/7/2020 10:52 AM
848	I like the app where you can report different concerns. I'd like to see response time mproved and more officers. I'd also like to be able to report loud music in neighborhoods - aren't we all allowed to have quiet in it homes. Yes I own a home. Also, the street racing has to be addressed too.	11/7/2020 10:47 AM
849	To ensure representation from demographics with a higher probability of not receiving this survey, who live in areas with higher crime rates, who do not have internet access, who have a lower voter turnout and are therefore not contributing their voices to community matters that may affect them most: Set a minimum on the #of surveys captured by the following citizens/residents: zip codes under the poverty line, Spanish speakers, other non English speakers who make up the 42% of non English speakers in Dallas, known immigrants/refugees, and churches/non-profit/business owners in lower income zip codes who exist to make a positive impact within the following Dallas 365 strategic priorities: Public Safety, Human and Social Needs, Quality of Life, Economic and Neighborhood Vitality	11/7/2020 10:21 AM
850	I believe that officers should be allowed to wear Stetsons and more importantly we need someone familiar with the department, has worked for DPD and is acutely and intentionally aware of this city's and departments strengths and weaknesses and has a clear strategic plan to leverage the strengths the DPD already has while deliberately working to improve our weaknesses (as a city and department).	11/7/2020 10:20 AM
851	We require a progressive thinker that will calm the community with a concentric concern to our safety while declaring clear consequences to those who break the law. A person who has the ability to adjoin with our DA and partner the two agencies and getting crime with consequences under control. We also need a community mental health program to lesson the police work that involves mental health support and funneling issues through separate channels.	11/7/2020 10:00 AM
852	For all the people	11/7/2020 10:00 AM
853	Listen to minority activist groups, and weigh their opinions heavily	11/7/2020 9:45 AM
854	consider applicants of all colors (including white)	11/7/2020 9:34 AM
855	DPD needs consistent training year round! In addition with community building!	11/7/2020 9:29 AM
856	We need many more officers and the next chief must be committed to hiring a diverse force of CIVILIANS. Our repeated hiring of combat veterans is bringing PTSD onto the force and our streets, creating unnecessarily dangerous situations when a calm level headed response is what we require from our officers. Please ensure next chief understands the importance of hiring mentally stable and calm minded future officers.	11/7/2020 9:23 AM
857	Having a Chief resign might be a sign that you actually had a good chief	11/7/2020 9:20 AM
858	The Chief needs to fully support the officers under their command and fight for their rights. No	11/7/2020 9:18 AM

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more manipulation of crime statistics or acceptance of bad budgets.

859	Make sure the new Chief knows how to allocate officers in beats appropriately. STOP taking Neighborhood Police Officers of their beats to cover other beats. All neighborhoods should have assigned officers that stay in the area and floating beat officers to assist all beats when necessary. The new Chief should encourage their officers to be approachable and interact with their neighborhoods.	11/7/2020 8:56 AM
860	Acts independently after receiving solid advice, is worried less about headlines than about the welfare of our citizens.	11/7/2020 8:43 AM
861	Make the right choice.	11/7/2020 8:37 AM
862	Yes he needs to clean house. Start at the lowest level and work back to the top. Those that are at retirement they need to retire. Don't hire them back at a different position.	11/7/2020 8:36 AM
863	Has some proficiency in speaking Spanish	11/7/2020 8:33 AM
864	Ultimately, the Chief is only as effective as their ability to change the culture, reactions, demeanor, and locker room talk of the Dallas police force. They set the tone for the entire department, but must have enough credibility to be listened to and respected by their officers. A picture perfect checks-all-the-right-boxes figurehead may be politically gratifying, but won't get the job done.	11/7/2020 8:30 AM
865	Dallas has a very bad trend in violent crimes and the entire community, as well as surrounding communities, suffer because of that. Nothing should be prioritized above making our cities safer for all.	11/7/2020 8:27 AM
866	The next PC must be someone supported by Dallas city leaders.	11/7/2020 8:26 AM
867	I would like to see that police are vital to the city and advocate that the police budget does not need to be defunded. I believe the new police chief not be political. I think he should advocate diversity and change some police practices so that. Gorge Floyd incident does not happen. He also needs to foster good community health.	11/7/2020 8:24 AM
868	We do not need ordinary citizens who have no knowledge of police procedures overseeing the department's operations. No oversight boards!	11/7/2020 8:12 AM
869	Do not use race or gender as selection criteria Try to hire internally	11/7/2020 8:05 AM
870	Remember that times are changing. People will be held accountable for their beliefs and their actions. We are paying attention.	11/7/2020 8:02 AM
871	Give them the support and resource to make meaningful and progressive change	11/7/2020 7:55 AM
872	Hiring social workers for domestic abuse and similar calls. Getting RID of, prosecuting, and better training, re: officers like the sgt who shot a woman in the breast at close range. Faster response time.	11/7/2020 7:53 AM
873	DPD should consider a police chief willing to update and modernize the DPD general orders. The use of force policy is not suited for the challenges facing Dallas today. There also needs to be an emphasis on community relations and engagement in order to improve the perception of DPD officers in historically disenfranchised and neglected communities. This starts with a culture change at DPD. Every hire is important. We need officers who feel supported by their chief but also know that they will be held accountable. Please, please take the interview process seriously this time, and emphasize transparency in the selection process. Dallas cannot afford another blunder. I wish you the best.	11/7/2020 7:42 AM
874	Must value diversity. Understands what has been going on . To protect and serve and not bring their politics of their party into it. Prefer someone who has walked in the shoes of of a color person,lgbt , immigrant etc	11/7/2020 7:36 AM
875	Involving the community as well.	11/7/2020 7:35 AM
876	Should value transparency in police actions	11/7/2020 7:34 AM
877	Apartment Communities	11/7/2020 7:24 AM
878	I would like the City Manager to consider stepping down in regards to the poor selection and defending of Chief Hall. Let someone else make this decision.	11/7/2020 7:18 AM

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879	Please don't pick a Chief to pacify certain radical groups. The Chief serves everyone in Dallas.	11/7/2020 7:15 AM
880	Come up with a plan to prevent new recruits that graduated from the Dallas Police Academy to leave immediately to a different city to work in. Waste of the city's time and money. Simply paying more in Dallas isn't the answer. Recruits must stay at least 2 years in Dallas before transferring to a different city. Private sector has a simple policy in place if you take tuition assistance, you must work for that company a certain amount of years.	11/7/2020 7:09 AM
881	Think 10-15 years down the road. Truly think about the decision he will make.	11/7/2020 7:05 AM
882	In addition to ensuring racial bias is addressed, another important thing the police chief should be aware of is sensitivity training for first responders interacting with disabilities—example being autistic people.	11/7/2020 7:03 AM
883	DPD should not be the primary responder for issues related to homelessness, mental health, drug addiction, or other non-violent community issues. City budget should be allocated to resources that address those issues to let the police focus on violent crime. Officers who break the rules, break the law, should be held accountable - their badges, their freedom, their jobs all should be held accountable. Why not implement a license? Someone who builds my house, a plumber, someone who drives a car, a therapist, a doctor, a lawyer - all of them must have a license to perform the job that has a major impact on my life & livelihood but the police don't. The policing and justice systems in this country are broken from years of systemic racism which must be remedied. We can't just throw more money at DPD to hire more officers or conduct more training and expect a different result - it doesn't address the underlying issues of why we have crime, homelessness, drug addiction, etc in the first place. I would love to see a new chief who says "this is not our responsibility" and tells the city (YOU) this is not something that the police department should have to solve and then looks for ways to support or partner with the city in finding alternative solutions.	11/7/2020 6:47 AM
884	A chief of police is not responsible for homelessness, our city is. Our chief of police should focus on keeping our community and officers safe. We have an opportunity for Dallas to be a leader. Let's give our officers the resources to keep all citizens safe. There are many programs we can develop but should do so with the chief of police input. Our city leaders all need to step up and show they are working together not in silos.	11/7/2020 6:47 AM
885	what is going on with the system of keeping track of repeat felony offenders, start program on repeat felony offenders, they keep getting away with violent crimes thats why they do what they do, NOONE IS STOPPING THEM, FIX IT PLEASE	11/7/2020 6:46 AM
886	Give qualified LOCAL candidates a chance before pulling someone out of State. Ensure he/she is community driven, can ratify change through policy development and community; knows what to do when 911 calls are made for a Military Veteran suffering from PTSD; help bridge the divide we have in Dallas DO NOT BRING ANOTHER OUTSIDER IN...PLEASE.	11/7/2020 6:45 AM
887	Recruitment and retention experience is important. If we can't recruit new officers or keep experienced ones around and the force keeps dropping in size nothing else matters. You can't make significant changes with a shrinking force.	11/7/2020 6:38 AM
888	Don't focus on race and/or gender but best qualified for the position.	11/7/2020 6:35 AM
889	Consider whether crime statistics for the area candidate previously worked in and number of complaints received for excessive force by people under that persons leadership and number of officer shootings and discipline issues and how that police force was viewed with community. Develop plan to train officers to use other methods for police besides shooting people especially unarmed people. Chief should not hire people with prior discipline issues that move from job to job. Chief should have plan to assess mental fitness of police officers and train in conflict resolution without excessive force (semi-annually). Also did the candidate stay within budget or go millions of dollars over every month at their previous position. Also amount of tickets given to public. Is community being used as additional funding source through excessive ticketing if so this act builds distrust. Policing should be for violent crimes such as murder, stop drug trafficking, stop rapes, robberies, carjacking, home invasions, etc. Next chief should remind officers that they are public servants to the people of Dallas and treat each citizen with respect and control biases such as race. Chief should have plan to allow community to report complaints against officers and be heard and receive action/resolution.	11/7/2020 6:20 AM
890	Reducing the police budget	11/7/2020 6:18 AM
891	Reduce crime	11/7/2020 6:18 AM

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892	Be honest yourself City Manager and don't be political with your own agenda	11/7/2020 6:15 AM
893	Don't consider race or gender as the most important factor. Pick the best person.	11/7/2020 6:14 AM
894	Please seriously consider additional resources to police officers: mental health experts, homelessness solutions, etc.	11/7/2020 5:54 AM
895	I think you should seriously consider promoting a current DPD officer to chief.	11/7/2020 5:51 AM
896	Please reduce crime! Please!	11/7/2020 5:27 AM
897	No One Local.	11/7/2020 5:10 AM
898	Promote from within to get the trust and respect of the rank and file.	11/7/2020 5:07 AM
899	Read the book The End of Policing by Vitale. I learned so much about what we need from our police. I think the term Defund Police is misleading however we need to re-examine our approach to policing. Thanks for your dedicated service. Keep up the good work.	11/7/2020 5:02 AM
900	Look for someone who can unify the department and lead by example.	11/7/2020 4:54 AM
901	How about selecting a Police Chief based on their qualifications instead of basing choice off of Racist and Sexist Liberal Ideals	11/7/2020 4:50 AM
902	How about a chief that stands up for their officers. I'm tired of seeing the media throw officers under the political bus while hundreds of people are murdered on the street. I wish the city of Dallas gave a damn about the safety of their citizens for once and let the police do their damn job.	11/7/2020 4:48 AM
903	1. Honesty and Openness is the essential quality for the next chief. 2. Understanding the distrust of police by many ethnic groups and track record for bridging that gap. 3. Willingness to think strategically and innovatively to meet the challenges of building trust and reducing violent crime.	11/7/2020 4:36 AM
904	no	11/7/2020 4:28 AM
905	Why does it have to be a him? But I don't have any at the moment	11/7/2020 4:25 AM
906	The City of Dallas Police Department needs to review the culture of their academy. This should be accomplished immediately. The culture there should be integrity focused, safety oriented, and kind. People should be taught to do the right thing because it is the right thing.	11/7/2020 4:15 AM
907	The city manager needs to consider defunding the police and stopping policing that targets communities of color so that city resources can be put into programs that help to lessen the inequities experienced by communities of color.	11/7/2020 3:58 AM
908	Get a person who can be empathetic to the community she serves. Solutions that don't create new problems.	11/7/2020 3:56 AM
909	I will be praying for you as you consider this position. It is vital that you select a person who will fall in love with the problems of Dallas, embrace them and act with that servant-mindedness, and thoughtfully promote that into the culture of Dallas policing.	11/7/2020 3:39 AM
910	If a crime happened to you, who would you want overseeing the department? If your children were pulled over late at night, which candidate would you want walking up to their vehicle?	11/7/2020 3:25 AM
911	Hire a hard nose, hard ass, hard charging cops cop who will build trust AND hold a firm line, zero tolerance w/ criminals.	11/7/2020 3:20 AM
912	Pick a qualified individual.not someone without prior chief experience.	11/7/2020 3:06 AM
913	None	11/7/2020 3:06 AM
914	Keep the law and order in Dallas. For ex, Peaceful protests are ok. Rioting and looting are not, and should be punished.	11/7/2020 2:57 AM
915	Hire the best person for the job and gender & race should not be an issue To be honest I don't trust the City Manager anymore	11/7/2020 2:55 AM
916	When Looking for The best candidate hopefully to look within the dallas police department for a diverse team player that's also morale booster to build restructure is essential so we have our career police stay is essential to know we are proud to have strong career minded dpd leading	11/7/2020 2:51 AM

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our community. To have goal to strive for as a career minded long tenured with the city of Dallas. Hopefully there is several candidates on staff to pick from with a couple of outside options.

917	Someone in this position with innovative goals for the future of our local police force would be a nice change.	11/7/2020 2:51 AM
918	Stop violent crime.	11/7/2020 2:28 AM
919	I had heard some of the budget for the police dept. was taken away. If so, the former, full budget needs to be restored, so the police can be equipped with everything they need to do their jobs in protecting all of Dallas' citizens. Please don't make our Police Dept. "political". Doing this poses dangers to the lives of the officers and the citizens. These officers put their lives on the line for all of us every day. If we pull budgeting and support for our police force, it will be very hard to keep and to find quality individuals who have integrity and courage to do these jobs. Thank you for asking for the community's opinions!	11/7/2020 2:16 AM
920	Do NOT defund the police!	11/7/2020 2:04 AM
921	Work with faith based organizations and NOT just Christian ones.	11/7/2020 1:10 AM
922	I've heard the Hispanics voicing their concerns about them wanting the next chief to be Hispanic, especially because the city has a huge Hispanic population. To me, she was never really given a chance and it seems the Hispanic associations were pushing for their own agenda and that looks bad. Please do not pick a chief according to the Hispanics associations own agenda, that's not fair! Choose a Chief because of their values, integrity, and their worth, not because of their race. This is not about race this is about choosing an excellent candidate. I believed in Chief Hall, but she was under way too much pressure off the jump and that was not right and that looks suspicious.	11/7/2020 12:36 AM
923	We need someone who has a kind heart AND a firm hand for her/his staff. We need someone who is for the people and the betterment of our community. We cannot ignore that policing was rooted in racism at its birth. However, through strong leadership, we can repair relationships with community members by undoing some of those wrongs, taking steps toward equity in Dallas and working to help people out of situations which lead them to do crime rather than punishing them over and over.	11/6/2020 11:19 PM
924	The Chief needs to understand morale and officers issues on the street. Understanding each level of how things are is very important. My personal thing is the chief is not just the leader but the leader needs to be a cop as well. The leader needs to work with patrol level officers in forging community relations by getting out there if possible and setting the example. If I had a chief out there with me my respect level goes up for him or her when they can relate to the basic officer and citizen.	11/6/2020 11:17 PM
925	Our city is multiracial. There is also legacy racists in permanent positions in the city of Dallas. It needs to be pointed out and broken up	11/6/2020 10:56 PM
926	Qualifications and experience, please, rather than optics.	11/6/2020 10:54 PM
927	Hire David Brown back ,he was the best chief we've had	11/6/2020 10:53 PM
928	Please pick someone that will be for the people and hold police accountable for their actions, to stand up against racist police practices	11/6/2020 10:47 PM
929	Don't █████ it up. This city deserves a great chief and not just a reactionary. We have a chance for positive change.	11/6/2020 10:38 PM
930	Defund the police right now and use proven community measures	11/6/2020 10:36 PM
931	Police need to know de-escalation techniques, and to know how to control a situation without fear and violence being their first choices for power management techniques.	11/6/2020 10:24 PM
932	I never thought Chief Hall looked professional.	11/6/2020 10:18 PM
933	Hire the most qualified individual regardless of race or sex. Morale needs to be important because I'm afraid our officers have lost confidence in their leadership. Find someone the officers can trust.	11/6/2020 10:15 PM
934	Reallocate funding from police budget to education, homeless solution housing, health and mental health clinics	11/6/2020 10:13 PM

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935	That majority of the community in Dallas is black and that it would be helpful to have a chief that understands us	11/6/2020 10:10 PM
936	Please create an unaffiliated branch of public safety officials that can respond to non violent calls of; loitering, mental health crisis, and prostitution	11/6/2020 10:09 PM
937	Retain and grow police force. We have lost too high of a count to surrounding areas	11/6/2020 10:08 PM
938	I know the city of Dallas is so big. Knowing a city this big it might take time to find what need to get back on the right path. Its normal see this stuff in any kind of big city like this. ALL I ASK PLEASE DONT SCARE THE CHIEF AWAY AND LET THEM DO THE JOB. WE HIRED THEM FOR A REASON. PLEASE GIVE THEM TIME. IT'S NOT AN OVER NIGHT CHANGE. IT WILL TAKE TIME TO SEE THE EFFECTS OF CHANCE. WE NEED TO GET BETTER AT RETAINING OUR OFFICERS. FOR THE CITY YALL ARE WE SHOULD BE PAYING MORE BECAUSE WE DO MORE THAN OTHER CITIES. PLEASE HELP US GET A BETTER BUDGET SO WE CAN PAY LITTLE MORE TO KEEP OFFICERS. ALSO PLEASE MAKE SURE THESE OFFICERS ARE GETTING WHAT WE NEED LIKE BETTER INSURANCE, BETTER RETIREMENT, JUST ANYTHING TO KEEP THEM HERE AND LIKING THE BENEFITS. LOOK AT COLLIN COUNTY VACATION TIME ETC AND COMPARE AND SEE WHERE WE CAN DO BETTER IN BENEFITS AND PAY WITH OTHER PLACES. PLEASE BE WILLING DO CHANGES TO EVERYTHING SO WE CAN KEEP OFFICERS. OTHER WISE WE ARE ALL GOOD.	11/6/2020 10:03 PM
939	We need to defund this police department, and the next chief should be the one that transitions us to a constantly reducing police force. This is a job that needs to be done transparently and honestly, and we are passed the point in history where the people are willing to settle for what we have seen this police department do with our resources and to our communities.	11/6/2020 9:54 PM
940	ACAB	11/6/2020 9:49 PM
941	Hire someone who is actively anti racist and will work to encourage the same in the entire department.	11/6/2020 9:46 PM
942	thanks TC.	11/6/2020 9:43 PM
943	Don't make the appointment.	11/6/2020 9:41 PM
944	Make sure it is a minority	11/6/2020 9:37 PM
945	Dalla i DANGEROUS I'm acco ted by homele at every corner violent, aggre ive, mentally ill. I no longer want to live in Dallas because of the crime rate and not feeling safe. If the next police chief cannot turn this around, a lot of good people (who pay a lot of the taxes) will leave this city.	11/6/2020 9 37 PM
946	Malik Aziz would be great for the citizens as well as the police department.	11/6/2020 9:33 PM
947	ACAB	11/6/2020 9:29 PM
948	Racism & bias training =/= defunding and reallocating. We need mental health emergency responses like the team in San Antonio. We need more community focused solutions.	11/6/2020 9:29 PM
949	Defund the police	11/6/2020 9:29 PM
950	A man needs to next police chief. Experience, who knows how to get the job done. Work with all races.	11/6/2020 9:29 PM
951	Fire all of the police	11/6/2020 9:28 PM
952	A POC.	11/6/2020 9:27 PM
953	Defund the police by at least 75% and reallocate resources	11/6/2020 9:26 PM
954	no	11/6/2020 9:26 PM
955	The history of Dallas proper to solve our unique systemic issues	11/6/2020 9:25 PM
956	We haven't forgotten what the DPD did on that bridge - and we likely never will.	11/6/2020 9:23 PM
957	You failed last time. Try and hit . 500	11/6/2020 9:22 PM
958	It's hoped that the new chief will be able to get to work immediately and stay with it. Chief Hall	11/6/2020 9:22 PM

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took off for a significant amount of time, undercutting her effectiveness.

959	Police chief should be invested in reducing the scope of policing !!	11/6/2020 9:13 PM
960	We need to defund the police and reinvest power and money into systemic solutions. Do not police poverty, illness, and homelessness--address those problems directly. And STOP KILLING PEOPLE. The police's goal should be to kill 0 people a year.	11/6/2020 9:11 PM
961	Don't get too political in your choosing. If you want the Chief, the department as a whole, the officers to be able to do their job safely, and for the safety of all our people, Dallas police needs to be able to operate without political influence. The job of a police officer, the general public doesn't understand and sometimes they don't even like it. And the police may get a lot of public scrutiny and negative feedback/comments, but that shouldn't turn into pressure or influence onto the city to push the police department to change the way they do certain things. Obviously in cases like George Floyd and Amber Guyger, those officers were at fault, whether it's a lack of training or a split second mistake. Everyone who has a job knows there's always politics in any job field. The new Chief may come in and promise to do this or that, and then at their first obstacle things get hard and they flip their stories. Find a chief who is going to do his/her job properly, doesn't bend to pressure from the public or the city council. Give them incentives to stay, and really be invested in the city. Not just another 3-5 year run as chief and then resign and move to another city.	11/6/2020 9:07 PM
962	Hire someone who provides true service to others and not for self but will also stand their ground for the better of the city and communities.	11/6/2020 8:49 PM
963	Please consider someone that will have their main focus geared toward reducing violent crime. Dallas is quickly becoming a paradise for criminals.	11/6/2020 8:48 PM
964	No	11/6/2020 8:40 PM
965	Someone with a diverse background that is open-minded and able to listen and implement best practice for the community and staff of city of Dallas. Open-minded enough to receive constructive criticism and ideas from people of various ages, genders, and ethnicities.	11/6/2020 8:38 PM
966	We need a police chief who is aggressive and ready to take down crime.	11/6/2020 8:36 PM
967	We need to put policing back on the street. The old beat officer is a valuable asset when being in tune with the community. Bring back cultural and ethnic training. Get officers station with in the community he or she polices. If you know the neighborhood you one step a head in the battle against domestic violence and criminal elements. Also Afro Americans need to support their Afro American offices .Same thing with White officer some upper middle class community's treat police like a servant at their beckon call. Get ICE out of policing our city,Get rid of Marshalls they are a waste of money,money that could be used for social programs.Lastly Asian community's have fear of police,it extends from the stigma from their home land.This is where ethnic training can help.sub stations and foot patrols or bike patrol,community's need to get off the sideline speak up speak out.Young people doing wrong get to much attention it's time to put our foot down. It's time parents are parents not the police.boot camp should be a tool to curb gangs and drug dealings which usually go hand and hand .A chief needs to be tuff on crime but fair . Dallas police can not solve the problem in less people get involve.I would like to see gun buy back working.I would like to see use a gun to comity a crime go straight to jail no plea bargain. Curfew enforcement, during this pandemic no mask fine,2nd 30 day community services fine,3rd 6 months community service plus fine. Everything I have stated is what a Police Chief should have in their holster to get Dallas back to being a community. Be stuf on crime be compassionate towards people.	11/6/2020 8:30 PM
968	Hire a new chief of police immediately	11/6/2020 8:29 PM
969	Be smart	11/6/2020 8:27 PM
970	Prioritize promotion from within DPD. Get community input when you have narrowed the selections to 5 or less.	11/6/2020 8:17 PM
971	google Grady Judd of polk county florida.	11/6/2020 8:14 PM
972	A good leader is non political, places the safety of Dallas first and sets a good example for all communities.	11/6/2020 8:02 PM
973	Maybe this is already the case, but perhaps Consider inviting the District Attorney, County Judge-and other key stakeholders-to be part of the process. Perhaps a panel selecting final	11/6/2020 7:55 PM

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candidates, or being part of the interview process.

974	The person who fills this spot needs to have their officers best interests at heart. Officers need to know their Chief has the agency's back. It's much easier to build trust with the community when there is trust within the department as a whole. Only someone who's worked from the bottom up will have that knowledge. Experience as a patrol officer is critical to this position. Only knowing the administrative side of policing won't be enough. If there is an unbiased member of DPD who could be appointed, that would be ideal. They already know the department and the city in ways that no outsider could. I'll be praying for you as you make this tough decision for Dallas and our officers.	11/6/2020 7:43 PM
975	Na	11/6/2020 7:40 PM
976	The office of police chief is to serve the people and not to serve to cover other officers who don't have the cities interests at heart.	11/6/2020 7:39 PM
977	Black Lives Matter	11/6/2020 7:39 PM
978	I hope the next person is progressive and willing to not tolerate racist behaviors. Also willing to change tanning to prevent deadly runins with mentally ill & minorites.	11/6/2020 7:33 PM
979	Don't stop at top. Look at "chief by team" allowing others to handle communications, hr goals etc reporting to the chief. It's too many fractured jobs for one person to handle efficiently. Chief should "own it" but rich up specific responsibilities.	11/6/2020 7:24 PM
980	The most important thing is that this person needs to be able to hold their employees accountable for their actions. Be transparent about officer involved shootings with the public and don't cover up anything!	11/6/2020 7:21 PM
981	Please consider the systematic racism that plagues our society. Also please consider the importance of mental health training for police officers going forward.	11/6/2020 7:16 PM
982	Pick someone who can actually do the job. Hire based on their experience and what they can bring to the city and the department. You don't need a person who just pleases city hall or the public. You need someone who will hold officers accountable, hold the public accountable, and keep Dallas safe while promoting trust across the city	11/6/2020 7:14 PM
983	Someone who will hold police officers accountable.	11/6/2020 7:14 PM
984	If defunding and dismantling the racist and militarized police department is not an option, the chief should be actively and vocally anti racist and demand that their staff be as well. Publicly hold officers accountable for excessive force or violence.	11/6/2020 7:13 PM
985	We stand and support the police in this house. Stop all this cramming racial bias down our throat. Pick someone experienced.	11/6/2020 7:10 PM
986	We have great candidates within our department. We do not need to hire from an outside department	11/6/2020 7:03 PM
987	Let them do their job and keep politicians out of the business	11/6/2020 6:59 PM
988	The Dallas Police union is toxic as currently configured. I am fully supportive of labor unions including for the police. But, I feel the Dallas police union's influence flows well beyond labor rights, benefits and fairness for police officers. Labor rights should not be involved in police misconduct as was with the Botham Jean case. This Union's involvement was out of control and diminished the trust I have in the Dallas Police as a result.	11/6/2020 6:58 PM
989	Hire someone that is willing to implement a "No Fear" whistle-blower program to root out racist and corrupt police officers.	11/6/2020 6:57 PM
990	Consider Erin Neely-Cox, the current U.S. attorney. The Chief can be a civilian with strong management experience. She has it.	11/6/2020 6:41 PM
991	I would like to see a new police chief with good management skills. Someone who will work with current staff, listen to current staff and convince them that his/her plan will improve the Dallas Police Department.	11/6/2020 6:41 PM
992	Law enforcement instead of trying to find ways to let things slide. I want oaw and order and prosecutions.	11/6/2020 6:39 PM
993	Choose the best candidate that can retain quality staff and has a track record with fantastic	11/6/2020 6:21 PM

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	policing practices.	
994	Ability to generate good relationships within all levels of the PD. Good chief with good departmental relationships creates good recruiting and retention of quality officers.	11/6/2020 6:02 PM
995	The new chief must be a listener and a learner of all "customers" if she is to be successful...also, if she is from another community, she needs local "mentoring" of the community	11/6/2020 5:57 PM
996	The chief needs to be VERY familiar and supportive of the TEXAS Bill of Rights, and with a good moral / religious background that will guide their morality.	11/6/2020 5:40 PM
997	He needs to consider a person with a PROVEN track record of success in reducing crime, and not worry so much about the gender or race of the person being hired. Stop trying to be politically correct and trying to hire a minority just for the sake of it...hire someone who excels at leadership, reducing crime and being a great Chief of Police. Stop worrying about diversity and worry about hiring the best, qualified person for the job. He also needs to SUPPORT the person hired instead of undermine them and NOT have their back.	11/6/2020 5:34 PM
998	Look for someone who has had to work their way up, from the bottom - with both Life and Career. In addition to career centric higher education, look for someone who has also travelled on the academic path of the Humanities/Liberal Studies.	11/6/2020 5:19 PM
999	An ethical community focused leader with quality of life strategies and innovative solutions to ensure public safety is a top priority of department and City. The chief should reflect the diverse culture of Dallas and understand the equity imbalances of underserved communities. Community engagement and relations should be on the forefront on solving issues.	11/6/2020 5:09 PM
1000	Demonstrated record of leadership excellence.	11/6/2020 5:03 PM
1001	Hire the best person for the job. Don't hire the best politically correct candidate.	11/6/2020 5:01 PM
1002	Resign and appoint a new city manager.	11/6/2020 4:59 PM
1003	Hello, Sir. This is an easy to task to accomplish. If I may ask, has anyone considered sharing the burdens of solving all of these issues with our business and social institutions who do not have biases that may contradict the future plans of better health, financial security, and furthering our standing in having better businesses/companies to work for?	11/6/2020 4:54 PM
1004	Embrace policing of addressing low level crime. Violent crime is top priority but you cannot ignore misdemeanors that degrade the quality of life.	11/6/2020 4:50 PM
1005	The treatment of protestors exercising their First Amendment rights this year was horrific, shameful. The DPD made national news for murdering Botham Jean. EVERY DECISION thereafter needs to reflect that DPD mistake. We're also the city that murdered our own President. There will always be pushback from racists - but nothing related to progress has ever been accomplished without pushback. Please pick a BIPOC chief and support the BIPOC chief.	11/6/2020 4:44 PM
1006	place a priority on supporting good cops, identifying questionable officers	11/6/2020 4:43 PM
1007	Hire an internal applicant. It builds trust and boosts moral in the department. Renee Hall and other outsiders do not understand Dallas	11/6/2020 4:42 PM
1008	He or She has GOT to get serious about crime, and our current way of policing is based solely on making people feel good about themselves...not producing results	11/6/2020 4:37 PM
1009	Please place the highest priority on this puck. I believe men should be given more higher priority...at this time. Race is not important. Thank you!	11/6/2020 4:36 PM
1010	None of the questions addresses the Chief's ability to collect and analyze meaningful data and effectively use the data to strategically allocate resources and implement solutions. Currently, this is a major weakness throughout the command staff.	11/6/2020 4:35 PM
1011	Promote from within	11/6/2020 4:35 PM
1012	Whomever you hire LET HIM OR HER DO THEIR JOB...	11/6/2020 4:32 PM
1013	A chief that does not have the respect of the officers on the street will beat her or his head against the blue wall of silence and fail, as recent chiefs have failed to effect meaningful improvement in both officer morale and community relations.	11/6/2020 4:32 PM

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1014	I hope that the new Chief is hired based on their credentials and not their race. I believe that Chief Hall was hired more because she was a black woman than someone qualified for the job. If she was half as concerned about the job as she is about her eyelashes things would be different in Dallas. With a black Mayor, City Manager, Police Chief, District Attorney and other city leaders how can we have BLM marching in Dallas?	11/6/2020 4:31 PM
1015	The Dallas Police Department should implement creative strategies for reducing crime while also reducing police brutality, such as the 8 Can't Wait reforms.	11/6/2020 4:31 PM
1016	Ability to work with and help grow public and private groups that are better equipped to address social issues, like mental health. Favors legalizing marijuana.	11/6/2020 4:30 PM
1017	Someone w good communication skills and the ability to bring people together. Tough on protesting. Very tough.	11/6/2020 4:27 PM
1018	Please promote from within. No one will understand this city better.	11/6/2020 4:26 PM
1019	Do not overemphasize calls for a police chief that will address "systemic racism". We all know that's a false narrative that endangers thoughtful analysis for hiring the right person. There's a difference between outcomes we don't like and a system that is inherently racist. Since the 1960s, we've been a country where you can be anything you want to be. Structurally, we haven't been racist since Jim Crow laws were abolished. It's not convenient for the social justice warriors to address the reality of their false narrative, but we must finally move beyond the 1960s and hold all citizens accountable regardless of skin color. No more victim mentality. And, no more solving made up problems.	11/6/2020 4:21 PM
1020	We need a Police Chief that makes decisions for the best of ALL members of the community, not just those that donate to the police union.	11/6/2020 4:20 PM
1021	Ties to the city and familiar with Dallas is important. An outsider needs a big learning curve.	11/6/2020 4:19 PM
1022	The Dallas Police Department cannot be allowed to have a militarized relationship with the citizens of the city.	11/6/2020 4:12 PM
1023	Need a caring servant leader.	11/6/2020 4:08 PM
1024	I lived here in the 80s as well, and left Dallas because the crime was very much like it is right now. I will not continue to live in the city if the current issues are not resolved, in particular the egregious wait times for 911 operators, and response times. I completely get that we have fewer officers and the system is overwhelmed, but that's been the case for a while now. In my experience, over the last 5 years or so things have changed to the point that police also no longer respond to reports of people shooting guns in neighborhoods, as frequently has happened behind my house and near my house in different parts of town I've lived in. Businesses tend to get more response than citizens do I've noticed as well, as when someone busted a window in the bookstore downstairs from us several cop cars arrived immediately, but when my car window was shot out in the very same location, I was told to report it online and that no one would come by to investigate unless I had a shell casing. This is all quite frustrating. But I would say the 911 issue is the top priority in terms of what needs to be handled right away. I've stopped reporting street racing for instance, which is an almost nightly thing in front of my house, because I've sent it on hold for 911 before and also seen the police never come when I do report it. I also fear that if I were to have a heart attack or stroke or another significant medical issue, I would not be able to get an ambulance because 911 would not be available to me. And I know from news reports if that's already happened to other people. I know this is a lot but I have to say one more thing. We have to pay Dallas police officers more, or we are never going to get most of these problems solved. Thanks for giving me a voice in this process, I appreciate it.	11/6/2020 4:07 PM
1025	Please make sure the candidate has high awareness of racial implicit biases and the disproportionate violence against the Black community by police.	11/6/2020 4:06 PM
1026	Frank Reagan	11/6/2020 4:00 PM
1027	We need someone who prongs progressive policing programs and solutions. They need to operate in a way that garners respect from the force. There should be no tolerance due excessive use of force and bad cops should be run out of town and good cops exhausted. Community policing is a must and she should fight like hell to get the training and resources for officers as they run into situations that are non traditional policing situations (poverty, race, culture addiction, mental health and other situations above and beyond traditional law and order	11/6/2020 3:54 PM

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functions. They should develop a force that is the envy of the southwest - so much so that recruitment becomes a non issue. We need a leader with an outlook that is positive, exciting and practical. Good luck!!

1028	A strong individual who is competent and has high moral integrity. Politically neutral and not easily swayed y the shouts of the 'local activists.'	11/6/2020 3:49 PM
1029	Articulate Ability recruit and retain high caliber individuals Increase the force size Build positive relationships across the city - up down sideways, demographics, communities and leaders	11/6/2020 3:49 PM
1030	Select the best candidate regardless of race and gender. No more Mata controls.	11/6/2020 3:46 PM
1031	Get the hire right this time. Last hire was a disaster.	11/6/2020 3:43 PM
1032	Make sure the candidate that is chosen has a track record of holding officers accountable for their actions, is community oriented in his/her approach, and emphasizes training in de-escalation rather than confrontation	11/6/2020 3:43 PM
1033	Shoot first ask questions later	11/6/2020 3:39 PM
1034	I want a police force that understand how to de-escalate and works harder to avoid lethal force.	11/6/2020 3:38 PM
1035	Plenty of good choices mentioned above. I didn't see mention of driving "conflict deescalation" as a goal to reduce police violence.	11/6/2020 3:38 PM
1036	Due to the current state of police/community relations, I worry that the next Police Chief will be picked based solely on the ability to work with minority communities. This city has a lot of issues to address, such as violent crime. If this is a one dimensional Chief with only one directive, they will quickly lose the trust of the city.	11/6/2020 3:37 PM
1037	No	11/6/2020 3:35 PM
1038	City Manager should consider resigning since he has contributed to major issues within the police department.	11/6/2020 3:32 PM
1039	Hire someone who can reduce the police budget so we can spend the savings on quality of life areas that benefit the citizens.	11/6/2020 3:32 PM
1040	The Police Chief shouldn't have to solve all of society's ills... that's the community's responsibility. The police Chief should enforce the law -- not make the law. And get a better survey writer!	11/6/2020 3:29 PM
1041	All signs point to a new president in 2021 but that won't automatically fix the tensions between violent Trump supporters. In instances like that if Trump supporters harassing the Biden Harris campaign bus on Texas roads, there seemed to be little police interference and so far, no repercussions for those drivers. That kind of turning a blind eye can absolutely NOT be allowed under a new Chief.	11/6/2020 3:28 PM
1042	Our police need to be in our community face to face more often, and not just shadowy figures in squad cars. Ideally we would have officers working in communities they live in. Possibly offering housing subsidies to live you the area they patrol. If the community starts to see police once again as members of the community and not just enforcers, trust will build again.	11/6/2020 3:27 PM
1043	The need to de-militarize the police is a real, legitimate concern, not just by a radical fringe (as it is sometimes portrayed in the media). Please take this issue seriously and recruit a police chief who will take it seriously too.	11/6/2020 3:27 PM
1044	Have chief take a hand in promoting a mentor program for inner city youth. It is essential that successful black men reach out to black youth especially those without a father in their household.	11/6/2020 3:26 PM
1045	Don't ask for the mayor's approval. Confide with Clay.	11/6/2020 3:25 PM
1046	Black Lives Matter. Give us a reason to trust police. We can all be better.	11/6/2020 3:25 PM
1047	The new Chief, the Council, and the City manager need to be willing to up-end the police unions and start from scratch.	11/6/2020 3:25 PM
1048	We need someone who has experience with the city of Dallas, internal from Dallas and has a great track record. Great relationships with the community and various departments around dallas.	11/6/2020 3:25 PM

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1049	I would like to see a police chief that understands policing isn't the solution to everything and isn't afraid to hold officers accountable for acts of police brutality	11/6/2020 3:24 PM
1050	PLEASE CONSIDER BLACK LIVES AND THE IMPACT THE DECISION COULD HAVE ON THEIR COMMUNITIES !	11/6/2020 3:23 PM
1051	Its ok to hire a qualified white police chief	11/6/2020 3:23 PM
1052	The past chief did not have the backing of either her staff or citizens. We want someone who both sides can respect. Someone who is honest and can own their fuck ups, because there will be fuck ups.	11/6/2020 3:23 PM
1053	Hire someone that won't allow cops to shoot the eyes out of people protesting or walking down the street.	11/6/2020 3:23 PM
1054	Listen to the community, not just the City Council. There are many times when the City Council does not holistically reflect the thoughts and sentiments of the communities in which they represent.	11/6/2020 3:19 PM
1055	I think the majority of people view DPD as a corrupted department full of racist, apathetic police officers.	11/6/2020 3:15 PM
1056	Do not let him or her lie. Make City Hall and DPD more transparent. Please fix the training of officers so we have fewer unnecessary pulled triggers.	11/6/2020 3:10 PM
1057	N/A	11/6/2020 2:48 PM
1058	He should consider reducing the police budget and reinvesting in programs that support affordable housing, homelessness solutions, access to healthy food, addressing the root causes of poverty, job creation and retention in neglected communities, and a further expansion of the RIGHT Care program.	11/6/2020 2:45 PM
1059	Stop trying to find someone to fill a box - ie black female, latino chief - find someone qualified that will help build with the community south of I30.	11/6/2020 2:43 PM
1060	Do not bring someone from a high crime city where they showed no improvement.	11/6/2020 2:41 PM
1061	Focus on getting crime down and less PC practices. Hold criminals accountable.	11/6/2020 2:39 PM
1062	The gay community in Dallas loves our local officers. They're our friends and neighbors and we trust them. It would be nice to expand that circle of trust to higher levels of policing management.	11/6/2020 2:34 PM
1063	This needs to be someone we would trust to handle an emergency situation that would potentially affect anyone in our immediate family. If that level of trust is not there, this is not the person for the job.	11/6/2020 2:33 PM
1064	Honesty, Integrity & Fairness are the most important qualities whether the selection is made from internal or external.	11/6/2020 2:27 PM
1065	Please, do NOT make this choice based upon skin color, gender. This next person needs to have a proven track record in a major market police department as a chief or chief deputy or Sheriff.	11/6/2020 2:20 PM
1066	We need better response times when people call 911.	11/6/2020 2:15 PM
1067	Experience in on-the-beat policing, less on classroom and focus group experience. We need a cop, not a psychologist or activist.	11/6/2020 2:08 PM
1068	Support the police and prosecute all crimes so they don't give up making our city safe. Zero tolerance just like the way the public expects from law enforcement. Get a new city manager	11/6/2020 2:08 PM
1069	Get this 3rd world city under control!	11/6/2020 2:01 PM
1070	Dallas is in dire need of a quality, proven Chief of Police who holds their officers accountable and the whole police department is community building.	11/6/2020 2:01 PM
1071	Live inside the City of Dallas	11/6/2020 1:59 PM
1072	The city manager hires strictly by race. He has a bad track record for hiring incompetence. Hire the best person based on their qualifications and NOT their race. Also considering	11/6/2020 1:52 PM

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promotions from within the department before the balance of the good ones leave. Instead of "Big D" we are becoming "Little D" aka Little Detroit.

1073	Promote from within.	11/6/2020 1:51 PM
1074	Give the Chief the tools to hire and retain police officers. We need more officers on the street without having to compromise other PD programs that prevent crime and catch criminals.	11/6/2020 1:43 PM
1075	We need a chief who is approachable and will focus on relationships with residents.	11/6/2020 1:42 PM
1076	Please dont hire a black female	11/6/2020 1:38 PM
1077	Pick the best candidate for the posutuon-dont pick someone based on Race/Gender. Pick them on their experience, leadership qualities, character, and ability.	11/6/2020 1:34 PM
1078	Hire the most qualified person without considering the race or sex of the candidate.	11/6/2020 1:34 PM
1079	More funds FOR the community, and LESS to police them	11/6/2020 1:33 PM
1080	Dallas can be a national leader in police reform if the right candidate is selected. Put aside any bias and do not select someone who is inept.	11/6/2020 1:27 PM
1081	Someone who doesn't bend for political purposes, someone who holds violent rioters accountable.	11/6/2020 1:18 PM
1082	Appoint Dallas Police Major Malik Aziz as Chief of Police for the City of Dallas	11/6/2020 1:18 PM
1083	I would like to see a police chief that embraces the idea that public safety extends beyond the police, and is proactive in reducing the range of activities police officers respond to and begin focusing officers in areas where they can do the most good, are best trained, and best serve all communities.	11/6/2020 1:12 PM
1084	Please keep the safety of all citizens in mind.	11/6/2020 1:12 PM
1085	It's got to be a hard time to be a law enforcement officer. We have to think of ways to increase the morale of the police force and encourage officers to engage the community as a partner, not an adversary. Officers must be trained to respond from a place of compassion and not exhaustion or indifference. We have to hire more officers and create the environment where our officers thrive, not burn out. We need a leader who is strong in not only their ability to identify the needs of their employees but also the needs of our community and bring them together. And we must prioritize community oriented policing and accountability for officers who do not build the public's trust and enhance the relationship between DPD and our residents at every level.	11/6/2020 1:09 PM
1086	Abolish the police. Hire social workers instead.	11/6/2020 1:03 PM
1087	Have a selection panel consisting of a diverse segment of the community including the police fraternity.	11/6/2020 12:57 PM
1088	No	11/6/2020 12:51 PM
1089	Racial bias and accountability!	11/6/2020 12:51 PM
1090	The people are not to be overpowered by the city. Give us the resources to empower ourselves and keep the police in check.	11/6/2020 12:50 PM
1091	Don't embarrass the city again, please.	11/6/2020 12:48 PM
1092	KEEP POLITICS OUT OF THE DECISION	11/6/2020 12:45 PM
1093	No	11/6/2020 12:42 PM
1094	Pay officers a commensurate wage for the position they occupy based upon national and regional averages	11/6/2020 12:39 PM
1095	Faith and Honesty and hire someone within the Department that knows Dallas.	11/6/2020 12:38 PM
1096	Dallas is still a very segregated city with divergent problems - needs to be someone who can work well with all types of peoples who hold different viewpoints and have very different community experiences	11/6/2020 12:36 PM
1097	Please do not pick another woman to be the Dallas police chief. Our public safety is way more	11/6/2020 12:31 PM

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important than the city manager's useless identity politics. We need somebody who will do their job and not let violent criminals roam our streets. It should not matter if the criminals are black. If they commit violent crimes, they should be arrested and charged. It's a disgrace how this city is being run and that partisan politics have become more important than public safety. Please pick a qualified person, preferably a man, to be Dallas' next police chief.

1098	I don't know if the candidate's faith should be considered....? Maybe it should.?	11/6/2020 12:31 PM
1099	I back the Blue. The last chief did not seem to have the loyalty of the force nor did she garner respect. In my humble opinion, this is not a job for a woman even though I am one! I do believe a man in the position of chief will be respected more by his force.	11/6/2020 12:27 PM
1100	Increase salaries for officers in order to recruit more, high quality officers for the Chief to work with.	11/6/2020 12:25 PM
1101	Please address use of force and racially driven policing	11/6/2020 12:25 PM
1102	The City manager should hire from within the Dallas Police Department. Dallas should have Chief that is knows Dallas or and has grown up in or around Dallas. And obviously hiring from within, the candidate will know what Dallasites need and will have first hand knowledge of the Departments needs. Dallas Police Department has what Dallas needs. [REDACTED] Ayala	11/6/2020 12:23 PM
1103	Hire the best qualified candidate	11/6/2020 12:19 PM
1104	No	11/6/2020 12:17 PM
1105	Make Dallas a safe city to live in again. It's a shame to live in a place where the police are part of the problem instead of helping the solution. DPD under Hall ushered in a new era of corruption and violent crime which destroyed community trust for a very long time.	11/6/2020 12:14 PM
1106	Complete transparency	11/6/2020 12:12 PM
1107	The chief should have been a practicing policeman in Dallas for at least twenty years.	11/6/2020 12:11 PM
1108	Good basic skills arresting criminals.	11/6/2020 12:08 PM
1109	I would like to see improvement in police response times. Low level calls take >4 hours on weekends.	11/6/2020 12:08 PM
1110	Show more support for the police department	11/6/2020 12:08 PM
1111	interview Lt Sanchez of the southeast station	11/6/2020 12:06 PM
1112	I am not a minority but believe a minority should be hired again to fill the position. Otherwise there will be more up roar and lord knows Dallas does not need that.	11/6/2020 12:05 PM
1113	The police need to learn how to delegate tasks so they aren't spread too thin and therefore stressed and over reactive. Not all calls need to be answered by a man with a gun, but they do need people in a position of authority and trust. Even I, a single white law-abiding female, would be scared if an officer knocked on my door in broad daylight with everything going on.	11/6/2020 12:04 PM
1114	We need to learn to grow our own from the bottom up.	11/6/2020 12:00 PM
1115	Do not make this a Social Justice Hire. Just enforce the laws fairly and equal to all.	11/6/2020 11:57 AM
1116	Do not make this a political racial issue.	11/6/2020 11:57 AM
1117	Reduce crime at all costs. Murders and assaults are at an all time high.	11/6/2020 11:55 AM
1118	Transpairancy, Core Values, Innovative mind set	11/6/2020 11:54 AM
1119	Minority	11/6/2020 11:39 AM
1120	Don't base on race, base on the best person for the job	11/6/2020 11:32 AM
1121	1. If there is someone qualified, I'd like the City to promote from within their own department. I believe that it is important that the person who leads our police force understands it and the City. 2. The person that is considered needs a proven track record of reducing crime and building trust in their community. 3. Rebuilding the department should be priority number one. The shortage of police and the lack of morale will continue poisoning the rest of the city. 4. People are moving out of Dallas because of the crime. They do not trust that the police can help them. 5. Also, the Police Chief and the DA need to have good relationship with each	11/6/2020 11:32 AM

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other. 6. Lastly, the new Police Chief needs to be aware of the City laws and ordinances. They needs to be politically savvy and an advocate to pushing laws that will help fight crime.

1122	I think Malik Aziz and Albert Martinez should be highly considered when interviewing. DPD is in such Immediate of help and need of solid leadership thus looking within at these two candidates is the right thing to do for Dallas Now.	11/6/2020 11:32 AM
1123	21st century policing practices String track record of professional development Excellent communication skills	11/6/2020 11:32 AM
1124	Yes, I hope is that the City Manager will consider a female or minority person and not feel pressured or swayed to select someone from within the department or City of Dallas. Police Chief was on the right path with the department and she was not given the time or the consideration that would have been given to a White male. DPD was losing officers due to low pay and pension issues. It will be interesting to see who will be selected.	11/6/2020 11:31 AM
1125	Hire the best qualified, do not go by race or ethnicity, again, hire the best qualified.	11/6/2020 11:30 AM
1126	we need someone who is willing to work with the community and other departments. We as a community know what we need. It's time the city of Dallas listens to its residents and I hope this is a first step.	11/6/2020 11:30 AM
1127	Hire a good leader not someone to 'please' people.	11/6/2020 11:27 AM
1128	Law and Order	11/6/2020 11:26 AM
1129	What skills do they bring to the table that will address the movement that we are seeing in this country. How will they educate their team on unconscious bias and diversity, inclusion and racism	11/6/2020 11:26 AM
1130	Our last several police chiefs have been utter disasters. A city like Dallas should not be concerned with following fads or checking quota boxes. The sole concern should be to hire the most effective leader for the police force.	11/6/2020 11:26 AM
1131	Policing in this country is fundamentally harmful for everyone not wealthy and in well-funded communities, so the goal is to eventually create a system that does without them. In the meantime, however, police need to see the poor, Black and brown, lgbtq+ folks, the houseless etc. as human beings and not threats. Policing in this country is dominated by a warrior mentality of "good guys v. bad guys," but it's the institutions of power that dictate what that good and bad is, opening the door for police to operate with malice and impunity toward our most vulnerable communities. Please remember that when hiring the next person who will lead the armed enemies of the poor and marginalized communities.	11/6/2020 11:25 AM
1132	Actual field experience and not just a yes man. Someone that doesn't let politics get on the way of policing decisions and that stands up and supports his people.	11/6/2020 11:21 AM
1133	Corruption. Not only within the force but the alliances with certain parties and/or gangs outside the force.	11/6/2020 11:20 AM
1134	commitment to family and past police experience in a large city environment.	11/6/2020 11:18 AM
1135	Please do not let race or gender be your first consideration- we need a good chief - I don't care if it's a man or a woman - white or black.	11/6/2020 11:16 AM
1136	STOP THE VIOLENT CRIME ALREADY	11/6/2020 11:15 AM
1137	Someone healthy enough to do the job and stick with it for more than two years	11/6/2020 11:14 AM
1138	Stop micromanaging the Chief. Let the police department do what it takes to handle crime and don't let the public sway opinion. We already have trouble with liberal DA that is not prosecuting crime	11/6/2020 11:11 AM
1139	Dallas needs someone whose top priority is to enforce the law. This will bring peace, which will allow the city to heal.	11/6/2020 11:09 AM
1140	Solve the murder and violence problem in this city. I will be moving out of Dallas solely because of how unsafe it has become. People are leaving en masse because of this.	11/6/2020 11:08 AM
1141	Hire someone who actually wants to make Dallas their home, and not a 2-year "got this on my resume see ya later" candidate, which has been a pattern with top level positions.	11/6/2020 11:08 AM

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1142	Abundance of field experience and not just an administrator.....	11/6/2020 10:55 AM
1143	Appointment someone that is for change. The definition of insanity is to do the same thing over and over, expecting different results.	11/6/2020 10:54 AM
1144	Communications at the city are some of the worst in the nation compared to other large municipalities. DPD and the City should be in sync every step of the way. Understand how the police associations run Dallas and how this will prevent internal changes unless the associations are brought into the process.	11/6/2020 10:54 AM
1145	Thank you, we the 75216 community feels the new chief should be very knowledgeable of the issues in Dallas, and have great track record with getting the job done, no friendship hoop ups, we feel the new chief should have a relationship with youth in all communities of Dallas and a serious plan to end the violence that kills innocent Dallas students, please consider open community meetings in the highest crime areas 75216, 75217, 75241 to get feedback from those who have seen and suffered the most from the 3 year uptick in crime, they must finally speak the hood language of our communities, lastly we want to see them out actually working taking calls not just getting driven around in the newest DPD suvs. Example the Ft worth police who helped on an arrest call. Chased him down, we want a skin in the game type chief who has worked up the ranks to earn the position not just be appointed	11/6/2020 10:50 AM
1146	Make sure the candidate knows how to compete and get more funding for the police dept. Also must know police attention to the very poor neighborhoods so that the responses to these areas is quickly done. There is a real slow time for the policemen in there such as mine gets there in a reasonable amount time.	11/6/2020 10:47 AM
1147	Keep the peace. No more riots!	11/6/2020 10:44 AM
1148	I have called 911 numerous times and took hours for police to arrive	11/6/2020 10:38 AM
1149	Please Bring Back Chief David Brown!!	11/6/2020 10:34 AM
1150	If the next person who is hired for this position can handle a large city problems and dedicate some years staying until their plan for our city is completed or at least stays for a few years.	11/6/2020 10:29 AM
1151	Just hire the right person for the job.	11/6/2020 10:10 AM
1152	The most important attribute of any public servant is honesty. If you hire the smartest, most self-disciplined, strategic thinking crook in the world; what you have is a crook.	11/6/2020 10:09 AM
1153	Look into the DPD for a replacement.	11/6/2020 10:04 AM
1154	No	11/6/2020 10:01 AM
1155	Dallas is a unique city so I would prefer someone is selected from the current police force. The police force is critical to our city and I am not comparing it to less critical groups; however, organizations such as the Dallas Opera, DMA, and others have selected leaders from other areas of the country and it was not always successful. Understanding Dallas is very important.	11/6/2020 9:48 AM
1156	The city council needs to sit in the corner SHUT THE HELL UP, and allow the Police Chief to execute	11/6/2020 9:41 AM
1157	To make sure that the chief, no matter their race or gender is up to the task of overhauling and improving the DPD. The chief needs to be aware of the racial, community, socioeconomic and increasing crime issues that plague this community and be ready to tackle them from a place of sincerity, truth, open-mindedness and determination.	11/6/2020 9:41 AM
1158	The police chief should be able to do their job without undue interference from the city manager's office. Bring in someone with experience and the know-how to reduce crime. No more excuses.	11/6/2020 9:29 AM
1159	Promote from within the department.	11/6/2020 9:27 AM
1160	We need a strong leader that stands behind the police officers and their challenging roles. Someone who builds unity among the gorse and the community. And home one with integrity!	11/6/2020 9:10 AM
1161	Someone who can work with city Mayor, Manager, Dept's and community resources to address matters that should not be handled by police (mental illness calls, wellness checks, etc)	11/6/2020 9:10 AM
1162	I don't think filling this position is going to be easy. One of the most important things I believe is that the person will need to be able to think outside of the box. They will have to hit the	11/6/2020 9:01 AM

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ground running and be able to take control and provide a sense of stability for officers and garner trust from the community which are both BIG asks. You'll need someone who can shape the culture of the DPD through the social and economic struggles we are facing in this city. A few attributes I'd personally like to see: humble, good listener, GREAT communicator, constant learner and organized.

1163	Find a solid professional and avoid or at least minimize making a political hire. Every time we do this it comes back to haunt us.	11/6/2020 8:58 AM
1164	I think you should promote within. Be strong enough to make decisions based on the circumstances and not jump on the national bandwagon. Truly wants to make our city safe and attack the problems without coddling the city council or those who happen to scream the loudest. Someone who will understand that in order to have good quality officers, you have to support them and defend them when they are all under attack because of the actions of a few. We have to get back to having officers patrolling the neighborhoods and being able to put a team on problem areas - street racing, gunfire, fireworks, quality of life issues that escalate quickly into more serious matters, and so on.	11/6/2020 8:58 AM
1165	Respect the Second Amendment just as much as the First (and the rest of the Constitution).	11/6/2020 8:55 AM
1166	What he learned from his last hire?	11/6/2020 8:54 AM
1167	This person has to be an innovator. Policing the way it is, is not working and hasn't for decades. Someone who says this isn't acceptable. I do not feel safe around police as a white woman. How do I know who is the bad egg? I don't so I must see that anyone of them can cross the line at any point. They have the power and control. All women walk in fear everyday and now it is just that much worse. Men have always gotten away with abusive. Make it stop.	11/6/2020 8:53 AM
1168	Experiene, Honesty, Integrity, Great Communication Skills, and Open and Clear Understanding of the Divides and Issues of the City with the ability to Lead and navigate the politics to better serve and protect ALL of the communities of Dallas are essential.	11/6/2020 8:52 AM
1169	This is too important a position to pander to political agendas, particularly those espoused by Dominic Alexander.	11/6/2020 8:49 AM
1170	Think about the ones who have been affected the most	11/6/2020 8:46 AM
1171	Ability to look past current social climates and see the bigger picture of there job and what it means. Look at what's worked in the past and focus on being a Police Chief, not a baby sitter to current distractions	11/6/2020 8:44 AM
1172	Please consider a Police Chief that understands the relationship between small, petty crimes and violent crimes. Most of the violent crime perpetrators start as minor and mischief crimes perpetrators and get confident from there. An effort to incorporate Code Compliance into the police force or at least work very closely will have a tremendous impact on the law and order of our community.	11/6/2020 8:43 AM
1173	Hire from within ... someone who knows the city, the players, the issues.	11/6/2020 8:42 AM
1174	Yes. Look for experience with crime watch groups, VIP units, and keeping open relationships and communication with these groups. Experience with getting crime watches established within apartment complexes. Understand and support quality of life in neighborhoods and make an effort to get rid of drag racers and gunfire in neighborhoods. And by the way, my zip code is 75228 which is not designated in this survey, and I am wondering why.	11/6/2020 8:34 AM
1175	Make sure that they are God fearing.	11/6/2020 8:27 AM
1176	Race, ethnicity, gender, age, disability, religion, and sexual orientation should not be a consideration. The Police Chief must live in the City of Dallas city limits.	11/6/2020 8:18 AM
1177	Hire within the City, not just in the Police Department.	11/6/2020 8:14 AM
1178	We need someone with a backbone that will do what is necessary to preserve public safety.	11/6/2020 8:11 AM
1179	The voices and members of the In Defense of Black Lives Coalition	11/6/2020 8:10 AM
1180	Pick the best qualified candidate, not necessarily some WOKE diversity activist....	11/6/2020 8:09 AM
1181	The Police Chief should work on the police quickly responding to calls. Also, the Police Chief needs to train the police to be respectful of all people when responding to a police call and	11/6/2020 8:00 AM

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treating people they interact with as providing public service instead of treating people as if they are lying and not important.

1182	Why do the Dallas police chiefs not last very long...appears to be a revolving door. Political climate is tough and city make up even more so with weak mayor format. Potential candidates need to know what they are getting in to....	11/6/2020 7:56 AM
1183	Please consider hiring a well-qualified individual from the Fort Worth / Dallas area or from a department that has a proven record of effectively (1) developing community policing with trust building; (2) dealing with inner-departmental conflict; (3) has shown a willingness and capability to develop trust within the department; and (4) is able to develop an effective working -and supervisory- relationship with the Dallas Police Officers Association and Sgt Mike Mata.	11/6/2020 7:56 AM
1184	Keep politics out of it.	11/6/2020 7:55 AM
1185	Don't forget his life experience as a Black man.	11/6/2020 7:54 AM
1186	1. Experience! 2. No one north of the Mason Dixon line! 3. No one west of El Paso! 4. No women! Most DPD officers don't trust women. 5. No one under the age of 50!	11/6/2020 7:52 AM
1187	Be smart and leave politics out of the decision	11/6/2020 7:52 AM
1188	Reduce funds for the police and reallocate funds to social workers and mental health professionals. Protect Black Lives.	11/6/2020 7:43 AM
1189	The person selected needs to be innovative and hold police to the highest level of integrity.	11/6/2020 7:21 AM
1190	The crime level in Dallas is a key reason of our deciding to move. We do not feel safe. It continues to grow.	11/6/2020 6:39 AM
1191	This candidate should be well versed in alternative to policing such as violence disrupters and be able to create innovative solutions to keep people safe.	11/6/2020 5:16 AM
1192	Find someone able to manage needs of all Dallas citizens regardless of the area they live	11/6/2020 4:53 AM
1193	Enforce panhandling laws Enforce petty crime laws	11/6/2020 4:17 AM
1194	I did not see anything in the survey related to increasing training for officers interacting with members of our community struggling with mental illness. But that, in my experience, is equally important to diversity/racial equity.	11/6/2020 4:04 AM
1195	At this point, the only thing that matters is the crime. It is out of control and the criminals are laughing at the PD and the law abiding "victims."	11/6/2020 1:11 AM
1196	Many who love to visit me in Dallas & Oak Cliff won't move here due to the fear of violence and random gunfire.	11/5/2020 9:57 PM
1197	I 100% think we need someone with experience. If you have a hiring committee check up on people before you just put them on it. It was an embarrassment last time when one person had warrants and had been in jail. I live in the 75216 area that was not listed.	11/5/2020 9:40 PM
1198	Race and sex is irrelevant.	11/5/2020 9:37 PM
1199	I believe that it may be time for Police Departments to consider hiring an Administrator who is not necessarily a Police Officer but a real Admin person who can run a business, understand the politics and address the community from a civilians view. Dallas could be the first to implement this method of Policing and once Police officers see the benefits, they would be able to take ownership. This is just the short version of this idea. I can see a very positive outcome in a short period of time. [REDACTED]	11/5/2020 8:18 PM
1200	Consider someone with experience in reducing crime, managing officers better and experience creating police training in regards to today's social issues	11/5/2020 8:18 PM
1201	use more minority participation for small Hispanic businesses in future infrastructure.	11/5/2020 7:43 PM
1202	Someone that understands the Latino culture and speaks Spanish	11/5/2020 7:42 PM
1203	No	11/5/2020 7:33 PM
1204	Internal or deep knowledge of Dallas crucial.	11/5/2020 6:58 PM
1205	There should not be race based police unions. The chief should help abolish/combine them, or	11/5/2020 6:53 PM

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be very deft at navigating those waters. Also, we need to stop losing new recruits to the suburbs. Dallas needs to be a great place to work and hire more police

1206	This has to be one of the hardest jobs you have to do is hire the new city police chief, my family and I have faith in you.	11/5/2020 6:50 PM
1207	Dont rush into a decision. Have candidates available for town halls with citizens - maybe a round Robin in each district or something. LISTEN to the voices of all community leaders, not just the north Dallas rich folk.	11/5/2020 6:27 PM
1208	Stop making the police responsible for resolving mental health issues. Hold police accountable, stop profiling and killing black and brown citizens. Are the police intentionally ignoring non violent calls in protest? They need to quit acting like victims when citizens complain about police. We have rights to complain if we feel we are being threatened by our own police.	11/5/2020 5:58 PM
1209	Don't hire your friends. Be open minded and hire based on merit. Consider someone within the department. I would like to see a Latino/a in the top position.	11/5/2020 5:44 PM
1210	Track record of hiring and retention of a diverse workforce.	11/5/2020 5:44 PM
1211	Police Cheif needs to be outside of political influence of city council. Needs freedom and resources to do job well and focus on that, not gladhanding politicians.	11/5/2020 5:43 PM
1212	Look within the department first before entertaining national candidates.	11/5/2020 5:42 PM
1213	Aziz	11/5/2020 5:40 PM
1214	Experience in a community that is similar to Dallas.	11/5/2020 5:40 PM
1215	No	11/5/2020 5:38 PM
1216	Pray About It	11/5/2020 5:33 PM
1217	We need a strong Chief who can stand up to the police union when necessary to hold officers accountable when they engage in excessive force or express racist views, violate Citizens' civil rights, or tow the blue line rather than honestly participate in reporting & correcting misconduct. We also need results-oriented & community-oriented efficiency in how taxpayer money is spent, embracing the efficiencies of alternative solutions to homelessness & mental illness calls & forcing departments to prioritize use of resources for better outcomes & identify & hold inefficiencies accountable, such as identifying the real reason homicides in low income & minority areas of the city aren't solved rather than just relying on fear to get more money that then doesn't improve anything.	11/5/2020 5:30 PM
1218	You should hire a Republican with experience. One that is fair accross the board and DOESN'T slap criminals on the wrist simply because they cry discrimination, bias, race....if they do the crime they NEED to do the time, plain and simple.	11/5/2020 5:25 PM
1219	Don't just look for an experienced law enforcement officer. Often times, the best managers ideas could come from different industries.	11/5/2020 5:22 PM
1220	need strong straight men in this position to show leadership not some sissy or women, that would only show weakness from the person who would do the hiring.	11/5/2020 5:13 PM
1221	Please chose someone who loves the community.	11/5/2020 4:32 PM
1222	Defund the police	11/5/2020 3:58 PM
1223	Get it right. The community, much like this nation, is at a tipping point.	11/5/2020 3:55 PM
1224	The most important issue to address is the infiltration of white nationalists into our police forces. The new Police Chief will need to be brave enough to stand up to that kind of dangerous hate and ignorance within his or her own workforce, but also command enough respect from his or her workforce to get them to SERVE civilians better, especially in the Southern Sector and down town where crime is higher than other neighborhoods, and community resources are slimmer than other neighborhoods.	11/5/2020 3:52 PM
1225	This person needs to lead by example & set the expectations for all of their staff. They should be able to communicate well with the general public, and have no ego,	11/5/2020 3:14 PM
1226	Please cover that the chief of police have an investment in their. I would prefer if the person	11/5/2020 2:49 PM

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	lived in Dallas.	
1227	No	11/5/2020 2:13 PM
1228	Continue to be transparent with community in different languages.	11/5/2020 2:04 PM
1229	Promote from within. Candidate should be familiar with the unique and specific challenges of Dallas, Texas.	11/5/2020 2:01 PM

**Q11 The City Manager is the hiring authority for this position. Is there anything else you would like him to consider when he makes this appointment?**

Answered: 1,770 Skipped: 825

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#	RESPONSES	DATE
1	Please consider this persons involvement in the community when they are not in uniform. For instance, if they say, 'I go to church', cool, but are you actually involved with that church or do you just sit for two hours on Sunday? What actual plans do they have for the community? Are they able to mitigate opposing views? Can they see a middle ground? Or can they pick what's best, even if it's not what they would prefer? Do they have an actual and practical plan to integrate police into low-income communities to build trust? Does he/she have examples of experience personally diffusing situations that could have gotten out of hand? Especially racially tense ones? What is this person's experience with dealing with mentally ill people? What laws would they change to make their job better? What laws would they change to make policing high-crime communities better?	12/2/2020 7:43 AM
2	The new chief needs to brainstorm and try new methods to change old problems.	12/1/2020 8:31 PM
3	I would like the City Manager to be held accountable for his selection. Safety/emergency services/city services need to be world class in order to attract world class residents. Less attracts the more undesirable. We need to pay our police/fire/ems more to attract the best and retain. Sales taxes instead of property taxes should be used to increase revenue.	12/1/2020 8:28 PM
4	Do not defund the police. Our city will suffer and people will leave.	12/1/2020 6:20 PM
5	Hire someone who FULLY 100% backs their officers in this era of ridiculous hate and violence against police! If you don't defend our defenders, we will have none left!!!!	12/1/2020 3:40 PM
6	Contemporary uniform and general orders policies.	12/1/2020 3:37 PM
7	I think the police deserve to have an on-site trauma counselor that the public doesn't need to know about. But they are required to debrief with weekly or every 10days. Renee Breazeale is a fantastic counselor who loves DPD and wants the best for them! She has rapport with DPD from when she started the PDI with Lieutenant Fellini and when working with the DA's office	12/1/2020 2:52 PM
8	I think the next Police Chief should have a prior track record of holding all members of the police department to a high standard. They should show willingness to discipline those that break the rules in a fair and appropriate manner and reward those that go above and beyond. They should be willing to listen to community input regarding policing policies and programs and take that feedback in to consideration. They should work to reduce crime at all levels, but should especially work towards reducing violent crime.	12/1/2020 11:28 AM
9	Please don't make this hiring decision based on race. Dallas is made of all types of races. We need the best leader that will implement policies that train and develop honest, intelligent officers.	12/1/2020 10:48 AM
10	Someone with a dynamic presence with the experience and savvy to run a large department. Someone to handles lawless activities regardless of ethnicity and makes citizens again safe in their own community.	12/1/2020 10:42 AM
11	Be sure to review all candidates equally. Pick the person that is most fit after thorough investigating.	12/1/2020 9:42 AM
12	We need to develop the ability to identify racist and bias behavior prior to hiring potential officers. Its hard to predirect the thought pattern of an adult of what really lives in the heart.	12/1/2020 9:34 AM
13	It is crucial to consider the relationship the new chief of police and the DPD has going forward with the various police unions in Dallas, and will continue to have with them in the future. While joining a union is completely legal consider that the US military is forbidden to unionize and we have militarized the police in this country. They also have qualified immunity - something else the military does not have. If the chief of police is allowed to run such a large organization, and lead by example, they should at the very least understand that they are employed by the citizens of Dallas and conduct themselves like civil servants. The unions act like the mob shielding the police whereas a good chief should discourage that sort of behavior.	12/1/2020 9:33 AM
14	Ask how they would resolve an issue, ex. how to curtail drug use/dealing in parks, what is expected cost and timeline for improvements. Dallas needs Leadership that walk the talk! We're heading in right direction!	12/1/2020 9:25 AM
15	Make Dallas Police Association a member of the recruitment board. They didn't respect Hall and want a job well done. DPA are the experts in the matter.	12/1/2020 9:16 AM

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16	Ask God for guidance in his selection.	12/1/2020 9:16 AM
17	The chief should be more aimed at the people.. not protecting police and budgeting. There's a whole department of admin assistance to do that. Let the chief focus on being OUT, engaged in the community and providing resources where necessary. Instead of police at all calls we can select a chief who will outsource mental health professionals. We can be the leading city in crime prevention (especially in southern sector) by addressing root causes instead of apparent issues.	12/1/2020 9:12 AM
18	Just make sure they are a honest person and take pride in their job.	12/1/2020 8:33 AM
19	He should have a panel select the candidate and he should only handle the administration part of the process, I.e. salary, benefits, on boarding, etc. He should not be involved in the selection. His past track record in police selection is biased and flawed.	12/1/2020 8:14 AM
20	Yes. Change the usual focus on candidates from large, crime ridden metropolitan cities (Detroit, Baltimore, Chicago, etc) and recruit dynamic candidates from medium to large cities where Police and Community work well together and crime is low. A priority in Dallas. I believe the ideal candidate would have head Chief experience at a department with a medium population (100K) and an excellent record in the community. See Frisco, Allen, in Texas for example.	12/1/2020 7:44 AM
21	Reverse racism is also alive in the work place/positions available to white officers. The person needs to be honest and willing to PROTECT their police department and officers first and foremost. Not someone just looking to side with the popular opinion or avoid looking bad to the public. They need to be firm and unafraid to do their job even when it's difficult or or may not make them look "good"	12/1/2020 7:31 AM
22	I would love it and it would help them be most effective in their role if he/she were a follower of Jesus Christ. If he/she is white be sure that their posture, tone, beliefs, personality, past experience, etc. are not offensive to people of color. Hopefully, he/she will be winsome and will help attract businesses and others to Dallas. Thank you for considering my survey and comments. Praying for your decision.	12/1/2020 7:23 AM
23	Please prioritize the hiring and working environment to attract and retain top quality officers.	12/1/2020 6:54 AM
24	Select candidates that are career police officers, who has been promoted through the ranks, they are familiar with successful policies And practices that have been effective Or not, in the past.	12/1/2020 6:28 AM
25	Respond please to this survey.	12/1/2020 5:49 AM
26	Make reducing crime in downtown Dallas a top priority. We feel very ignored.	12/1/2020 4:46 AM
27	This leader must have a new set of eyes to build an anti-racist organization that is willing to reshape into a 21st century department that looks and acts different than any previous department has ever looked and behaved.	12/1/2020 4:36 AM
28	I hope the new chief will be someone with a career record of fostering positive change in culture and climate within the department(s) they have previously served. Additionally, someone with leadership experience in communities with a similar community profile to Dallas would be helpful.	12/1/2020 3:49 AM
29	Fairness	12/1/2020 3:14 AM
30	Find someone who understands the direction given by the KPMG report. Someone who can play an active role in the re-organization and alignment of mission, vision and goals. And who will not tolerate inappropriate or unlawful police action, and make an example of them if it occurs.	11/30/2020 10:11 PM
31	Someone familiar with the community and reflects the diversity of Dallas.	11/30/2020 10:07 PM
32	The most important prerequisite is someone who understands the fact that police are more often dangerous than helpful to people of color and is laser focused on making sure the DPD holds every single officer accountable to the fullest extent possible. Transparency is key. Training must be overhauled. Militaristic police tactics are unacceptable. Police unions are too powerful. Community trust is essential. People of color deserve to feel safe around police, which is impossible now.	11/30/2020 9:32 PM
33	Multiculturalism, speak other languages	11/30/2020 7:41 PM

City of Dallas | Community Input Survey - Chief of Police

34	Chief Spivey!	11/30/2020 7:14 PM
35	Must come from within	11/30/2020 6:59 PM
36	Yes. The city of Dallas needs to promote; Respect the Cops campaign If people continue to resist arrest, fight the cops and disrespect the cops we are going to have more and more situations that cops feels threatened and pull the Gun. At the end of the day if you are ONLY asking Cops to change you seriously haven't come to grips with a real solution. Everything the media is pushing says it's ok to disrespect, argue , fight and resist arrest and the cops cant do anything about it. Dallas; please be different. Dont fall for that. Meet with the local News channels and show what a traffic stop and arrest should look like. Try to educate people of all colors how to respond when getting pulled over.	11/30/2020 6:39 PM
37	It's time we have a Hispanic/Latino police chief.	11/30/2020 5:44 PM
38	Make this decision based on the resume. Do not hire anyone based on gender or race.	11/30/2020 5:27 PM
39	Don't come here like the current one and think "working with the churches" is going to stop violent crime. Get your rear in gear and lock people up.	11/30/2020 5:23 PM
40	Let qualified candidate do the job. Stop the politics.	11/30/2020 5:22 PM
41	Consider the optics. Look outside the box.	11/30/2020 5:20 PM
42	Dallas has a deep history of racism that needs to be addressed. We need someone who can boldly lead us forward while maintaining community safety.	11/30/2020 5:17 PM
43	Hire the best person for the job & not hire based on color or sex	11/30/2020 5:16 PM
44	Our next police chief needs to be someone with the gravitas and political support (from your office) to start firing mid-level commanders at one end of Jack Evans and not stop until she gets to the other side. The pervasive racism and sexism in the command staff at DPD is unacceptable, a i the City Manager' failure to get rid of it	11/30/2020 5:07 PM
45	We want a strong police chief who is tough on crime. Broken windows policy. Little crimes should be punished to set the tone	11/30/2020 5:05 PM
46	Malik Aziz	11/30/2020 3:26 PM
47	Please look beyond candidates that are steeped in policing based brute force military tactics. We don't need Rambo, we need Andy Griffith.	11/30/2020 2:16 PM
48	"Kind people are best kind of people." – Anonymous	11/30/2020 2:13 PM
49	Cut his own salary.	11/30/2020 12:45 PM
50	I just want to feel safe. In the morning when I get coffee or at night walking to my car, I just want to feel safe. Political views aside, Chief Hall has done a horrible job in terms of keeping us safe. I was only a block away from a recent shooting! What if I turned on that block a few minutes earlier!?	11/30/2020 12:39 PM
51	We're Texas. Not NY or LA or any of these other leftist cities. Our values are different, and clearly Chief Hall is working the wrong city. We need a Police Chief that has no tolerance towards crime and won't take it easy on activists!	11/30/2020 12:36 PM
52	I would just like to see a Police Chief who takes their role seriously and more importantly, someone who can really do something about crime. Chief Hall Monitor has barely done anything to fight this!	11/30/2020 12:32 PM
53	We're not some kind of liberal or leftist city, and Chief Hall is treating it that way, the way she is favoring the protestors and letting crime get out of hand. I moved here to because I thought it was better than L.A., but this year has been the worst!	11/30/2020 12:28 PM
54	I am happy to get some say in this, but this survey seems to just appeal to leftist activists and ignore the real issues facing the cities. It's embarrassing how this city has changed, and I've only been here for 4 years!	11/30/2020 12:23 PM
55	City council has laughed in the face of people asking for increased police presence from behind their walls and gates. It's not fair for the rest of Dallas to suffer with higher crime so they can tout "progressive" ideas. I want POLICE in our STREETS. It's not hard, and has less	11/30/2020 12:21 PM

City of Dallas | Community Input Survey - Chief of Police

to do with the new police chief and more to do with incompetence in city leadership. The budget vote said everything!

56	I would like to see a return to increased street patrols. It's well known this tactic decreases crime. It's irrelevant if some communities feel "overpoliced" if there has been an increase in crime. It's a no-brainer, the response to crime should be more policing, if we take our police off the streets, we are asking for more crime to happen!	11/30/2020 12:19 PM
57	I just want to feel safe in my city-----that's all and it's not too much to ask for. We've allowed crime to go unpunished for too long! Why wouldn't criminals feel emboldened when the police chief and prosecutors have quit taking crime seriously! Is she our police Chief, or just an undercover sympathizer?	11/30/2020 12:16 PM
58	I really wish this survey had more to do with actual policing and less to do with social issues. We need to allow our police to do their jobs, period. Anything less is a waste of resources and time, how many shootings have occurred just within the time this survey has been out?	11/30/2020 12:14 PM
59	I've lived in Dallas for while and I've seen how much crime increased under Chief Hall's leadership. I want our next police chief to take crime seriously, and not allow riots and protests to occur under their watch. The Downtown area was nearly destroyed over the summer! It's outrageous, what has she been doing this whole time? Nothing but sympathizing with protestors it seems.	11/30/2020 12:11 PM
60	Dallas has REALLY struggled with an increase in violent crime the past year. There needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.	11/30/2020 12:08 PM
61	Please consider candidates' ability to build trust with immigrant communities.	11/30/2020 11:53 AM
62	Bring in someone who actually cares about the Officers also.	11/30/2020 11:45 AM
63	I want someone with a plan to start involving social workers/mental health workers in community interventions.	11/30/2020 10:07 AM
64	DO NOT hire based on race or sex like last time... You did, and look at what it got us	11/30/2020 9:32 AM
65	He should consider that the DP Union is too strong and might be sabotaging the next Chief like they did with Chief Hall.	11/30/2020 9:07 AM
66	The next Chief of Police should be quite familiar with Dallas, possess a high level of integrity, as well as a long history of experience in policing. Please do not strictly base your decision on the race of the individual as that is not what is important. The individual should possess a high level of integrity and servant leadership in order to be a successful leader of the department. We definitely need a strong, conservative leader rather than what we previously had. A liberal leader does not work for our city unless you prefer having more crime, more homelessness, and more separation between citizens and police.	11/30/2020 9:06 AM
67	Focus on crime prevention not arrests. Decriminalization of marijuana. Partner with mental health and community organizations.	11/30/2020 8:48 AM
68	Remember that Mayor Johnson is going to resign next year to run for Eddie Bernice Johnson's congressional seat. Focus on working with councilors rather than the Mayor as you make your final hiring decisions.	11/30/2020 8:16 AM
69	I would like our next police to come from or understand the city of Dallas, it's communities and the struggles involved by all. As well as deeply understanding our Police Department in all of its successes and shortcomings.	11/30/2020 7:15 AM
70	This is an extraordinarily difficult job. Violent and property crime must be reduced, all over the city. However, I would like to see a police chief who is smart about how to do that; and the city should devote resources (outside the police dept) to reducing homelessness/pandhandling/vagrancy and support mental health care--those will help the city but should not be the responsibility of the police department. Community policing is important. Police presence is important and should be supported.	11/30/2020 7:03 AM
71	Consider expanding the number of police officers per capita.	11/30/2020 4:49 AM
72	There are people in prayer for you and everyone in your charge.	11/30/2020 1:25 AM

City of Dallas | Community Input Survey - Chief of Police

73	community policing is critical - building relationships within communities, and having a regular presence there will go far. Recognizing systemic racism and bias, and having ZERO tolerance for officers who act, support, or hide racist/biased behavior.	11/29/2020 7:20 PM
74	Consider Malik Aziz	11/29/2020 6:57 PM
75	Arrest killer of Mo3. Too coldblooded to go unsolved. Those young guys need a wake up call. Arrest for crimes that that have admitted to on SOCIAL MEDIA. CRACK DOWN ON THAT NEIGHBOR HOOD. BREAK THAT MESS UP. SHUT DOWN KNOWN AND REPORTED CRACK HOUSES. SHUT THEM DOWN. CONVENIENT STORE HANGING OUT. HOMELESS PEOPLE LIVING ANY WHERE IN THE CITY WHILE OTHERS PAY 1800 PLUS IN RENT. NOT RIGHT. THE BRIDGE BEFORE YOU GET TO HOOTERS LEADING INTO UPTOWN. HOMELESS PEOPLE SHOULD NOT BE ALLOWED TO STAY IN CERTAIN SPOTS NOR TRASH THE AREA	11/29/2020 6:53 PM
76	Promote from within the Dallas P Department.	11/29/2020 6:48 PM
77	High level of integrity and courage making decision in a city that has diverse communities	11/29/2020 6:25 PM
78	Hire someone who recognizes that the solution for all of the city's problems is not a police officer and who will work with the community to appropriate allocate responsibility to the appropriate resources to handle non-policing tasks.	11/29/2020 12:06 PM
79	Consider what the officers are looking for in their police chief. They are the ones in the job and know what is really going on and needed. And when asking the officers, they should ask more job related questions than this survey included.	11/29/2020 11:38 AM
80	The numbers of violence in our city must be dealt with but hiring of more officers is a must! Only priority calls to 911 are able to be answered and other crimes no response for hours. Community liaisons needed to work with police may help relations within the community. Thank you! 911 calls should not be put on hold so more personnel needed here	11/29/2020 10:50 AM
81	Let's choose someone who will lead by example. Not someone who has a previous family violence charge, not someone who will decide what their Chief uniform will look like.. and please, PLEASE don't allow convicted VIOLENT FELONS to be on the oversight board. That is RIDICULOUS.	11/29/2020 10:49 AM
82	The crime rate that must be dealt with - performance measures	11/29/2020 10:37 AM
83	Don't have criminals as diminuendo Alexander involved in selection. Start focusing on punishment of criminals and stop holding police accountable for EVERY ACTION they need to I force the law and keep themselves ssfe. Someone needs to stand up for the officers and stop throwing them under the bus. Stop arresting them every time they have to use force. Enforce the law and stop pandering to the bleeding hearts.	11/29/2020 9:53 AM
84	Do you believe in forgiveness for yourself and for others? How do implement forgiveness?	11/29/2020 9:37 AM
85	Acknowledgment of institutional racism and the will to make changes. Work proactively with the police union to have buy-in and complete approval of the above.	11/29/2020 7:36 AM
86	ACAB	11/29/2020 6:36 AM
87	Make a pick that makes more sense than the last one.	11/29/2020 5:47 AM
88	This survey is biased and does not define key terms so it is unfortunately of little use other than political maneuvering. We need a leader focused on safety and security for our entire community. We don't need him or her to focus on politics. Increase number of officers and morale, decrease time from 911 call to response, increase leadership training, improve training in responding to criminal activity, prioritize ending the serial racecar maneuvers in major intersections across our city, work with other city leaders to find solutions to homelessness. Prefer someone who is tied to our community instead of bringing in outsiders from another city. Someone who loves Dallas and understands the city and its unique diversity.	11/28/2020 10:19 PM
89	A Hispanic chief would be an asset to Dallas and the Hispanic communities. He will need to be fluent in Spanish.	11/28/2020 9:33 PM
90	This should be a role model that kids can look up to and say "I want to be like the police chief" not someone who is in charge but is an embarrassment to look up to	11/28/2020 8:28 PM
91	Law and order and safety should be the priority .	11/28/2020 8:14 PM

City of Dallas | Community Input Survey - Chief of Police

92	ignore the diversity, equity and inclusion BS and select the best candidate for the job irrespective of their race, gender and age	11/28/2020 8:14 PM
93	Do not consider the race, sex, ethnicity, nor any other immutable characteristic. Only their ability to perform matters.	11/28/2020 7:51 PM
94	The new chief should have a track record of recognizing the role of the police and champion non-police solutions to homelessness, mental health, and drug use.	11/28/2020 7:27 PM
95	Please set aside money to provide each officer with continuing education.	11/28/2020 7:02 PM
96	This person's previously demonstrated personal beliefs about others who are unlike them	11/28/2020 5:52 PM
97	Its difficult to select just 5, I had selected several of the diversity options but realized all of this is covered under "honesty, integrity, fair, even-handed." If someone praticies humility and these 4 characteristics all else will fall into place.	11/28/2020 5:38 PM
98	Because I'm not sure if they are the ones taking this survey, I think it's worth considering the students of Dallas who walk home from school, scared that they will be hurt along the way. Scared that they won't be able to protect themselves. Consider the youth who are pushed into lifestyles that promote illegal and harmful activities, who grow up in horrifying environments. These problems aren't new, but they represent the ache of the people that the police department has the opportunity to soothe. Not only is it important for the Chief to be someone with a heart of gold and ideas to launch Dallas into a safer future, but someone who surrounds themself with people who are going to solidify that future. The people of Dallas should be able to trust the new Chief to place officers who have earned our trust into positions that are critical in shaping the culture of the PD to fit the needs of our city. With this arsenal of shining leaders, the Chief can aim for effectively attacking ALL of the issues included in the lists on this survey. The standards are being raised, expectations are changing, and the people of the United States don't want to be disappointed by the police force anymore. I'm proud to know that the voice of our citizens is considered in such a decision, it gives me hope. Dallas is a large and influential city, so why not lead the charge and show the rest of the country that we CAN have a police force that embodies positive progress? That police aren't limited to making arrests, that they can encourage a better community future, one that will support the citizens who desperately need it? Why not represent the light that we, The People, can find hope in? Positive change is, and should always be, the overarching goal for leadership. The new Chief will begin their service with the input of the citizens, so I have full faith that our city government is working to that overarching goal. I have full faith in the leaders of our city to fight the good fight of the 21st century. Thank you.	11/28/2020 5:08 PM
99	Please don't lose the lessons of the last police chief. "There wasn't enough support within the department for her to get those kind of things done... Until we do things differently within DPD, things will continue to be a Band-Aid, not an antibiotic." <a href="https://www.dallasnews.com/news/commentary/2020/09/11/as-dallas-police-chief-resigns-its-the-departure-of-a-different-black-female-leader-in-dpd-that-leaves-me-saddest/">https://www.dallasnews.com/news/commentary/2020/09/11/as-dallas-police-chief-resigns-its-the-departure-of-a-different-black-female-leader-in-dpd-that-leaves-me-saddest/</a> Until we restructure and reimagine DPD from the ground up, the next chief will be doomed to suffer the same fate as the last, and the one before her, and the one before him, etc. We have to restructure DPD.	11/28/2020 4:41 PM
100	Strategies for reducing crime and for recruitment of the number of quality officers our city needs should be the priority & proven experience of the candidate.	11/28/2020 2:44 PM
101	Hire somebody who is willing to stand with the police force in both good and bad times.	11/28/2020 1:52 PM
102	I feel that the next chief should be within in DPD and someone from Dallas or Dallas Co that connected to the city that know first hand the problems like Chief Brown	11/28/2020 11:06 AM
103	I hope that you will find a Chief of Police who understands the institutional issues that have caused deep disparities in the quality of life for Dallas' residents and can bring the community together so that police officers are seen as allies by all members of our community.	11/28/2020 10:49 AM
104	Just promote from within. Sun chief watson a food example. Bringing In outsider seems Stupid. Ex military a big plus. Tough on gangs. Support youth	11/28/2020 9:43 AM
105	I'd love for the new police chief to have a history of working with community organizations such as LULAC.	11/27/2020 7:00 PM
106	Dallas has struggled with an increase in violent crime all over the City in the past year. There	11/27/2020 2:44 PM

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needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity. I've lived in Dallas a long time and have seen how much crime increased under Hall's leadership. I want our next police chief to take crime seriously, and not allow riots and protests to occur under their watch. The Downtown area was nearly destroyed over the summer! It's outrageous!

107	Yes. The City Manager should surround himself with business AND Community minded people. He should also address the needs of the police department by asking a representative body to address the needs of the department. SHOULD INCLUDE UNION AND NON UNION MEMERS.	11/27/2020 2:39 PM
108	Dallas has struggled with an increase in violent crime all over the City in the past year. There needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity. I've lived in Dallas a long time and have seen how much crime increased under Hall's leadership. I want our next police chief to take crime seriously, and not allow riots and protests to occur under their watch. The Downtown area was nearly destroyed over the summer! It's outrageous!	11/27/2020 2:36 PM
109	Hire from within the department.	11/27/2020 1:17 PM
110	Priority from your list: Reduce violent crime is highest priority by far. You failed to include in your priorities list "crimes other than violent crimes". That was a mistake that you need to understand. Reducing non-violent crimes is also important. Violent criminals don't often start with "violent" crimes, but with lesser crimes...and increase from there. Stop crime early. (If you want an effective "social program" start with this.) Catch and penalize those committing burglaries to vehicles and residences, and you will minimize those that go on to create more violent crime. Hire as many police as you need to do this, and to keep us safe. Hold those that commit crimes accountable! We understood that traffic violation stops are a significant source of apprehending criminals having committed other crimes. Hire enough police officers to make those stops, and catch those criminals. The new chief and the Dallas city manager need to work with Cruzeot to rescind his "you can steal up to \$750 without being punished". This is ridiculous, and for this we are now paying with significant increases in crimes at all levels. (see above) Chief Hall knew this was a significant problem and had no support from the city manager nor Cruzeot to get it changed. If Cruzeot wont prosecute everybody's wasting their time catching the thugs in the first place. Cruzeot and the city manager are complicit in the city's horrendous increase in crime. Put the blame where it belongs. On them, not Hall.	11/27/2020 10:35 AM
111	Considering the needs of the less fortunate, and those fighting mental health challenges...how are Dallas police further trained to tackle this pandemic within a pandemic? We should have a police chief with a history of working with this partof everyone's community. Thank you -Bruce	11/27/2020 10:10 AM
112	Hire the best qualified candidate. Do not cave in to loud mouthed so called community activists who in reality are pushing their own selfish agendas rather than truly representing the honest average folks in their community	11/27/2020 10:05 AM
113	n/a	11/27/2020 9:09 AM
114	this person needs to be anti-racist, enact anti-racist policies, and be able to shape a police force that is anti-racist. Transparency, integrity, honesty must be utmost values embraced.	11/27/2020 8:29 AM
115	Yes, The new chief needs enforce all laws on the books equally in all parts of the city.	11/27/2020 8:19 AM
116	I would like person to be a present employee	11/27/2020 8:03 AM
117	Proven track record and excellent reputation are a MUST	11/27/2020 6:35 AM
118	The MOST important thing to consider, in hiring the next Chief, wasn't an option above. You had the opportunity when we were looking for a Chief last time, to hire someone from within the department. You didn't take that opportunity and it a big big miss. I think that is critical. Either a current or previous DPD employee that could have the respect of the Officers. The last hire.... never had their respect. Ask them, they will tell you. The rank and file must, must, must respect and trust their leader. You should ask the Officers, what is important to them? What type of leader would make them want to stay in Dallas? What type of leader would they respect? Is there anyone in DPD they recommend? Please, try and get it right this time. DPD, back in the day, was such a respected force. I have been sharing my concerns with my City council rep for several years now, the issues with DPD such as not enough of them, they can't	11/26/2020 10:35 PM

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answer calls timely. I don't blame any of these issues on them, I blame City Hall. Shameful management.

119	I believe in reallocating police funding to social programs and community resources. Defunding. The chief needs to know how to leverage these resources. Also, assess officers for implicit bias and train to not immediately resort to violence. Deescalate.	11/26/2020 9:05 PM
120	We need a police chief who will go to protests and listen to protestors like those in other cities did. Chief Hall made protestors feel as though she didn't care one bit for what they wanted. Listening to people in the community goes a long way towards building trust.	11/26/2020 7:53 PM
121	Input from the Dallas City Council. Also the Mayor needs to get on board to create and foster the success of the new Chief of Police. He added to the problems we've had in Dallas through a decisive culture that stirred up the friction between the mayor and chief.	11/26/2020 6:47 PM
122	To much power for the city manager, this needs to be handled by the entire city council, look at how badly he did with our current chief. Need to change city charter this is to important for one person to have the final say	11/26/2020 6:46 PM
123	I have lived in Dallas, RISD for many years. The past several years, I have the city that I loved go down the tubes. Outrageous taxes, and people who have no respect for the DPD...of which they are wrong!! This city must have law and order, or end up like Detroit, NYC and Chicago! Thank you.	11/26/2020 6:18 PM
124	Choose someone that is much more qualified than the previous pick who turned out to be an abject failure	11/26/2020 5:49 PM
125	I think you should be honest with candidates saying you are being watched all across the County. You can make little to no mistakes.	11/26/2020 5:45 PM
126	Select the best person regardless of race/ethnicity.	11/26/2020 4:13 PM
127	How to convince them that city management, council, & "experts" will back the blue, not the racism activists.	11/26/2020 4:09 PM
128	We love Dallas enough of the political posturing we have qualified people right here in TX that would make a great Chief we dont need outsiders telling us whats right for Dallas I've lived in Dallas County and work in Dallas. Get a chief from here its less expensive that way also. Speaking of the budget not real impressed with Yalls track record	11/26/2020 3:47 PM
129	The police should not be paramilitary. They should be an integral part of the community. Police should not be political. Police should not over react. DPD should decommission the military equipment. DPD should consider having other resources respond to mental health incidents. DPD officers should reside in the community. DPD officers should be compensated at the high end of the scale of local communities. Spend less on military equipment and more on compensation and training.	11/26/2020 3:28 PM
130	We need a new City Manager also. That said we need the best person for the job, not the best figure head.	11/26/2020 1:53 PM
131	Just consider the integrity of the office of Police Chief!!	11/26/2020 1:07 PM
132	no	11/26/2020 9:45 AM
133	I would like to see Dallas on the cutting-edge of modern policing, focused on issues the police are most suited to handle and allowing other professionals (primarily mental-health) to be primarily responsible for mental health and domestic violence issues, in collaboration with police where violence is possible. That approach will require more funds to be allocated and will require different allocations of funds. Also, I believe the history of racism in policing requires substantial reflection about the intersection of these issues in Dallas and rethinking procedures, training, hiring and promotion to eliminate them going forward.	11/26/2020 9:24 AM
134	Do a full background of the person and make sure they don't have the mindset as Governor Abbot nor Trump	11/26/2020 9:07 AM
135	Although changes in policing can help with racial bias and profiling, we need to equip and provide funding for community services to help in all situations.	11/26/2020 8:13 AM
136	I think the next police chief should be Black. I think it would be hard for anyone not Black to understand what's happening (been happening) to the Black community at the hands of a	11/26/2020 5:56 AM

## City of Dallas | Community Input Survey - Chief of Police

subset of the police. It is a complex and challenging issue fraught with tension and risk and no silver bullet solution. And this is on top of an already really challenging job! The next police chief, whatever race, will need to be clever, empathetic and innovative and whoever it is I wish them all the best in the world.

137	Every new Chief; is better. But, in the end they are failures. Alway use the excuse of shortage/employees. If they stop playing chase with each other-they can answer more calls.	11/26/2020 5:11 AM
138	Consider knowledge of the community and proven track record.	11/25/2020 9:15 PM
139	Enhancing our community's sense of safety and security though knowing the community should be highest priority.	11/25/2020 8:03 PM
140	Please no political sycophants.	11/25/2020 7:23 PM
141	We need a chief who will shed the "warrior" mindset of policing in favor of a "steward" mentality. The police are not above the law. Complaints and suspensions should be made public and systems should be put in place to remove repeat offenders from police staff. Violent crime is still a problem in Dallas and while the focus should remain on that, it should be coupled with a chief who will reach out to disenfranchised communities to build trust. Thank you.	11/25/2020 6:16 PM
142	Get it right this time.	11/25/2020 6:15 PM
143	When choosing the next Dallas Chief of Police, I would love Mr. Broadnax to consider investing in public safety by funding our communities through expanding programs aimed at decreasing poverty, increasing job security, and increasing well being of the community. Studies have shown that these types of programs are the best at decreasing crime and increasing peace and safety for everyone.	11/25/2020 6:13 PM
144	Please do not make a diversity hire for the sake of diversity. Hire the most qualified person. Period.	11/25/2020 5:37 PM
145	Include stakeholders from different area of the community, without majority of seats given to businesses.	11/25/2020 5:23 PM
146	An understanding of domestic violence, especially domestic violence and firearms. A willingness to consider non-police first responder program ideas.	11/25/2020 3:44 PM
147	Experience dealing with diverse city populations and a track record of positive relations with Black communities/communities of color	11/25/2020 1:39 PM
148	Eliminate private donations to the DPD, which influence those in power (i.e. Chief of Police) to make biased decisions about who is worth protecting. The people of Dallas want someone who is an expert and an enforcer of de-escalation always, a proponent of mental health care, not arrests, and someone who looks for housing/resources for the unhoused community, not jailtime that costs us more tax dollars, and helps no one. Hire someone who will believe victims of police violence over officers who behave outside of the law, and will hold them accountable by firing and prosecuting them when necessary. Make Dallas an example of a transparent police force by keeping publicly-accessible records of all police activity, including badge numbers and full names, and hire a new chief who will enforce these policies. Chief Renee Hall was outed for her lack of transparency and inability to hold her employees accountable. Don't make that mistake again.	11/25/2020 1:17 PM
149	Please pick someone who is not only experienced in large city issues but also has a heart- for all people and especially people of color- which I am not.	11/25/2020 1:17 PM
150	Please consider what Austin is doing in regards to police brutality and defunding. Recognize Dallas and it's ugly and complex history with racism and over policing. Recognize that as your community and city changes and grows, that systems and solutions must do so as well- this may mean changing at rapid and uncomfortable rates. Recognize that arresting and locking up are not solutions to long term issues. Please have empathy and seek to understand the reason why, as opposed to the immediate action.	11/25/2020 1:04 PM
151	I feel an experienced DPD officer who can also address the Spanish Population would be best.	11/25/2020 12:45 PM
152	Less petty crime and substance abuse related arrests	11/25/2020 12:36 PM
153	It is critical at this juncture for the next Chief of Police to be a progressive outside-the-box thinker who can develop and implement significant changes within DPD to increase officer	11/25/2020 12:35 PM

City of Dallas | Community Input Survey - Chief of Police

accountability, meaningful address and significantly decrease police brutality, and enhance community policing. Dallas needs someone who understands and is willing to do the research and listen to experts about the root causes of crime, particularly violent crime, in order to address these issues proactively to reduce crimes by preventing them from occurring in the first place. The chief must be willing to partner with and truly listen to community leaders and to make bold changes for the greater good even when faced with staunch opposition from those who fear change or progress.

154	We need someone who can begin to restore trust between the community and the police department	11/25/2020 12:28 PM
155	The next Police Chief should have some level of subject matter expertise about police oversight and 21st Century Policing.	11/25/2020 11:40 AM
156	We might need someone who can think a little outside of the box, willing to find ways to unite all our diverse communities.	11/25/2020 11:33 AM
157	Understands that public respect for police cannot occur without credible community police oversight. Respects independence and accountability of community police oversight, appreciates that accessibility to police data, must be provided.	11/25/2020 11:20 AM
158	Keeping Dallas safe is fundamental for Dallas to continue to attract businesses, jobs and become a world class city.	11/25/2020 10:39 AM
159	Dear City Manager, Please allow the police chief to do there job. Allow him/her to make the necessary changes within the department that they see is best for the organization. Tell the city council to let the chief police the city. Add to the budget diversity an intercultural training for all officers. Increase funds for the community for after school programs to get our children off the streets.	11/25/2020 10:18 AM
160	Racism is deeply embedded into the policing system across the country, but also specifically in Dallas. We must consider institution/system wide changes in addition to having the best candidate. Please proactively consider necessary changes to procedures/staff/processed before hiring the individually and what will make it sustainable long after they are hired.	11/25/2020 8:54 AM
161	Find someone who has experience with improving relations with minority communities. South Dallas needs our attention. Hire someone with creative ideas about how to improve and support lives of people on the fringes	11/25/2020 8:42 AM
162	I think that the next Police Chief needs to be ready to heal racial divisions and long time systemic racism affects that creates poverty and leads to crime.	11/25/2020 8:33 AM
163	Past accomplishments	11/25/2020 8:19 AM
164	In Dallas 42% of the citizens are Hispanic. the next police chief should represent this demographic.	11/25/2020 7:52 AM
165	no	11/25/2020 7:52 AM
166	Appoint someone who realizes that communication is very important as well as enforcing the laws that we have in place. Making excuses for criminal behavior is a disservice to our city and does nothing for law abiding citizens.	11/25/2020 7:41 AM
167	Bringing in someone who has made a difference within their community in their personal and professional lives. Someone who will gain the trust of their staff and the community. Someone who will evaluate and implement best practices for our city. Someone who is willing to stick out the longevity of the job and help implement a plan to get Dallas back on track to lowering the crime levels. Consider hiring someone who does not fold under pressure, will be there when the city needs them the most and can make credible decisions.	11/25/2020 7:37 AM
168	Make sure they if they talk the talk, they can walk the walk	11/25/2020 7:36 AM
169	Dallas is fortunate that the city has avoided the extreme actions perpetrated by a few officers in other cities. Police officers must know that they will be held accountable for anything similar to what has happened in other jurisdictions. Police unions must no longer support officers who engage in racially disruptive behavior. This is a challenge for all Chiefs and will be a challenge for the new one.	11/25/2020 7:31 AM
170	It's critical to reduce the causes of crime as well as arresting criminals and the focus should be on violent crime.	11/25/2020 7:29 AM

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171	Tenure is important to make a diff. Let's get someone who will stay on the job long term.	11/25/2020 7:19 AM
172	No	11/25/2020 7:10 AM
173	He needs to resign too	11/25/2020 6:43 AM
174	Experience, equity, and vision.	11/25/2020 6:23 AM
175	The new chief should be a person of open mindless with a work ethic of getting the job done. The violent crime rate is high and so is racial tension. The new chief will need to be able to help resolve these issues in a fair and equitable way.	11/25/2020 6:05 AM
176	The safety of our city will be established by the degree to which we care for our citizens' basic needs. How can one feel safe when worrying about a roof over their head, food scarcity, inequitable education that fails to empower children and families out of the cycle of poverty. Effort must be placed in bringing opportunity to the historically red lined areas of our city where access to advancement is limited. It is my hope that the mayor and city will work WITH a police chief to engender trust, relationships, and equity that will improve the safety for us all together.	11/25/2020 5:32 AM
177	He should look within the department to fill this position.	11/25/2020 4:42 AM
178	Consider the population growth	11/24/2020 10:25 PM
179	the police chief should follow the law. why was that not a part of the questionnaire? what is the point of the legislative branch of the law isn't followed? stop taking surveys and worrying about social media and cancel culture your silly cowards. follow the law or you are the criminals.	11/24/2020 9:50 PM
180	N/A	11/24/2020 9:30 PM
181	No	11/24/2020 9:11 PM
182	Including the voices of current staff in this selection process.	11/24/2020 6:55 PM
183	We need a chief unafraid of the police union who will hold officers accountable for their actions. The new chief also needs to be willing to work directly with communities of color and address their needs.	11/24/2020 5:48 PM
184	Diversity, what has worked in past doesn't mean it will work today.	11/24/2020 5:44 PM
185	The main purpose of the police is inforcing the laws.	11/24/2020 5:24 PM
186	Someone who honors & upholds the law, and supports officers so they don't hesitate to keep our community safe.	11/24/2020 5:13 PM
187	Use Chief David Brown as a model for future hires.	11/24/2020 4:36 PM
188	Please continue building relationships with the community by going to schools and libraries when possible, educating our children is how we build long, lasting relationships with community.	11/24/2020 3:31 PM
189	We want the best candidate to get the job regardless of race or gender. We want this person empowered to get the job done and NOT BE HINDERED by his/her boss(es). We demand that the law be upheld and that the new chief not bow to special interest groups or mobs. That goes for the Mayor, City Manager, Council and Commissioners as well.	11/24/2020 3:23 PM
190	We need a strong healthy police force, especially to protect the law abiding citizens in our southern sector who are most vulnerable to being victimized by crime.	11/24/2020 3:14 PM
191	I've lived in Dallas a long time and have seen how much crime increased under Hall's leadership. I want our next police chief to take crime seriously, and not allow riots and protests to occur under their watch. The Downtown area was nearly destroyed over the summer! It's outrageous!	11/24/2020 2:55 PM
192	Ensure marginalized communities have input to decision	11/24/2020 2:52 PM
193	Hire one of our own seasoned officers from DPD is most important, because they know our streets and diversity of the city. No need or reason at all to search outside of the department when we have many suitable great officers here.	11/24/2020 2:51 PM
194	Dallas has struggled with an increase in violent crime all over the City in the past year. There	11/24/2020 2:46 PM

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needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.

195	Need to ensure he takes into account input from citizens police oversight board and director.	11/24/2020 2:41 PM
196	Yes, the city manager's strength to make the best choice in the interests of citizens of Dallas.	11/24/2020 2:37 PM
197	The people of Dallas have already demanded \$200M reduction of the police budget. The new Chief should embrace their calls for defunding the police department and not try to intervene in issues that should be handled by other departments, such as mental health, homelessness, and drug use.	11/24/2020 2:33 PM
198	no	11/24/2020 2:28 PM
199	Do not bring politics into this office!	11/24/2020 1:52 PM
200	Hire someone and give them breathing room to do their job !	11/24/2020 1:52 PM
201	Hire the most qualified individual. Take community/national pressures and political ideology out of the equation.	11/24/2020 1:43 PM
202	Please help reduce crime in Dallas	11/24/2020 1:36 PM
203	No amount of funding for the police will reduce violent crime in the city, because Dallas PD is as much a cause of the crime here as it is a solution to it.	11/24/2020 1:19 PM
204	The city needs police, they are just too ignorant to know it. Therefore, do not decrease the police budget, actually you should probably increase it. There should be more police, more training, and less crime!	11/24/2020 12:31 PM
205	If at all possible, try first to promote from within before going outside the department. Outsiders rarely stay after the 5 year executive vesting period	11/24/2020 11:11 AM
206	Safety of our citizens and businesses is key. NEVER allow looting and ambivalence of the law. Our laws matter, let's think of ALL citizens, not just diversity.	11/24/2020 10:54 AM
207	We need to stop apologizing for overpolicing. We've only seen an increase in crime because of it! Everyday is a new story of a shooting!	11/24/2020 10:44 AM
208	Someone that isn't soft on illegal activity! We need to hold people accountable for crime, just like how they want police to be accountable!	11/24/2020 10:40 AM
209	The knowledge and respect for diversity	11/24/2020 8:54 AM
210	No pressure.	11/24/2020 8:43 AM
211	Choose a chief who is for the police, understands what is going on in this crazy world and isn't bias based on their own race.	11/24/2020 8:16 AM
212	Demonstrated experience and competence a must.	11/24/2020 7:07 AM
213	N/A	11/24/2020 5:59 AM
214	Hire a chief that has respect from the men and women that they command. A cops cop so to speak. One that will fire officers when they are wrong, but support the officer when they are right regardless of politics.	11/24/2020 5:11 AM
215	No	11/24/2020 3:09 AM
216	The biggest challenge for a Chief of Police is to strike the delicate balance between the military-style discipline needed to keep officers in line with policy and the finesse needed to deal with City Hall, the media, and the diverse communities in Dallas. If these qualities cannot be found in a single person, perhaps a candidate who recognizes the political needs can have the top job; while promising to hire an Exec Chief who can impose the discipline and be the "enforcer" to hold officers accountable?	11/24/2020 2:58 AM
217	We don't need a person who thinks that having officers pulling people over and stopping people who are out walking in south Dallas, the grove , oak cliff and other communities of color will stop crime. we need someone who will work with the community to do create a plan that is based on an Community assessment and not a plan to just putting people in jail because that dont change people because it didn't change me. We need someone who care about us and	11/24/2020 1:25 AM

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not just a lot talk but show it by their actions, we programs for us. We don't need any more profiling of Black people and LGBTQ people. please stop killing us and putting us in jail, work with us.. people don't want to call and report crimes because they feel that you all will kill the person if they are black. We more real Community advocate on planning Committees that have been to jail for crimes, been on probation,

218	I supported the city's choice of police chief but now question the city's support for their own choice.	11/23/2020 8:58 PM
219	Hire from within but not a squirrel	11/23/2020 8:49 PM
220	Actually dealing with violent crime and backing DPD officers and not being a pushover to the city council or rioters	11/23/2020 8:22 PM
221	Some who can work with a reduced budget so that we can put the resources back into the community. Someone who recognizes solving homelessness is not the responsibility of the police it is just not their job to criminalize it.	11/23/2020 7:54 PM
222	I would really like someone who is from Dallas and/or has lived here for at least 10 years	11/23/2020 7:54 PM
223	ALL public input	11/23/2020 7:47 PM
224	I'm concerned that Jon Fortune would be considered and I think that would not be a suitable choice as I've read that he's been hailed as the police union's "man downtown" or something to that affect. Transparency and accountability is important. Being able to praise good work and also condemn bad choices/ poor actions of the police is important. The police chief MUST be able to demonstrate that she/he has friends and close circles that are diverse. A person who has only white friends are only black friends, etc should not be considered. Someone who has lived in a bubble, devoid of diverse interaction, will not understand how to be diplomatic and should NOT be considered. We need a leader who educates and is fair - some one who has had real conversations with all people - from all walks of life.	11/23/2020 5:24 PM
225	Make the decision to appoint a Chief of Police based on qualification of the individual rather than basing the decision on history making. Make the decision for a Chief that is willing to stand up for the rank and file officers, but also for a Chief that'll emphasize with the community without throwing the rank and file officers under the bus to appease the general public.	11/23/2020 4:07 PM
226	To please hire a chief that will run the police department and not just be the city manager's puppet. Trust the chief to do their job.	11/23/2020 1:43 PM
227	Hire someone who won't use teargas on protestors. Also rubber bullets hitting innocent bystanders isn't a good look either.	11/23/2020 12:53 PM
228	Yes. I hope the City Manager would consider someone that is qualified for the job. We need someone The Dallas residents can trust to ensure all will be treated equally. We don't need politicians running the force, but someone with integrity like Malik Aziz.	11/23/2020 11:45 AM
229	Malik Aziz	11/23/2020 11:30 AM
230	Whoever is hired, needs to have the support of all offices so he/she can do his/her job. Find someone who has the integrity to do the job and be willing to push back against those undermine authority. Someone who can help restore respect for police.	11/23/2020 10:55 AM
231	This should NOT be a political appointment, Republican, Democrat, or independent. The chief should be fair, unbiased and stand up for his/her officers when the situation arises. The chief should NOT cave in to social media, or public outcry. Let the investigation(s) be completed before passing judgement on an employee.	11/23/2020 10:25 AM
232	Criminals such as Dominique Alexander should have no say in the new police chief. We need someone that will support their officers and not pander to the mop/media. We need a chief that will focus on law enforcement and not media relations. Dallas has a rampant crime issue and pandering to the public is only making it worse.	11/23/2020 10:08 AM
233	no	11/23/2020 9:00 AM
234	Someone who does not take a political stance and focuses on the issues the city has with crime, etc first and foremost.	11/23/2020 8:34 AM
235	Promote internally so that the new Chief understands the department already and has the department's trust.	11/23/2020 8:32 AM

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236	Ensure individual likes people. Works well with others and alone. Looks like they are willing to work with police and community.	11/23/2020 8:25 AM
237	Find the best qualified person for the job, quit pandering to political/special interest groups who insist on any racial/ethnic/gender precondition for a candidate.	11/23/2020 7:35 AM
238	Please consider a candidate from within, someone who understands the community's diversity and has the respect of their peers. Dallas needs a chief who knows Dallas. Make a better decision this time.	11/23/2020 7:33 AM
239	When making an appointment like this one, in the midst of a pandemic and tense climate, it is time to consider someone who can be the Chief of Police. I find that many times we aim to use one particular resource to try to fix a slew of problems. This tactic has the tendency to add a number of issues for various reasons. 1) they're over-resourced. By administering the police to combat issues like homelessness, we're providing resources to a service that maybe isn't best fit to handle such situations. Which leads to 2) a lack of foresight on how to handle such situations. Those with proper training in psychology and medicine should play a bigger role in combating homelessness. Now, homelessness is just one example but there are many other issues that could use the proper attention. If the Chief of Police is left to do their job, police, and other departments and organizations are properly equipped then citizens of Dallas don't have to suffer or live in fear.	11/23/2020 7:30 AM
240	Choose candidates with experience in policing and not politics	11/23/2020 6:53 AM
241	Willing to train the public about what conversations to have with community based police offices. Also, to find a chief who will favor changes and working without sufficient funds.	11/23/2020 6:33 AM
242	Do not fold to the hype of placing racism as THE top priority. The media created this issue but I am sure / hope the community does not believe this is ongoing today. Hire someone who is down to earth, fair, and supportive of the team.	11/23/2020 6:24 AM
243	I feel it is extremely important to be cautious of where the input is coming from on who to hire. Hopefully the future police chief will be staying for a long time, and will be involved in many different issues within the Dallas community, not just the hot button issues of today.	11/23/2020 5:27 AM
244	Focus on safety first. Remove politics and stop the racial focus. Crime is committed by criminals. We don't care about race. Find someone smart enough to push back on this liberal agenda of defunding the police. I want someone that earns our respect by crushing crime. Only a weak person allows politics to creep into his job as police chief.	11/23/2020 5:25 AM
245	Unfortunately, the police have become the default solution to any disturbance. Being primarily focused on the duty of enforcing the law, this makes the police unsuitable for many situations where the health wellbeing of everyone involved should take precedence over making an arrest. The next chief of police should be very aware of the limits of the types of problems the police department ought to solve, and should be maximally skeptical of the need for violence. Our city's primary problem is not a lack of law and order, but that people are denied the basic needs and the dignity that ought to be afforded to each and every one of us.	11/23/2020 3:14 AM
246	Hire someone that will get the job done. The city manager and city council should not stand in the way of a police chief doing his or her job. The police officers need someone who will support them and stand behind them in the decisions they make on the job. This position needs to be filled with someone who has honor and integrity.	11/22/2020 10:52 PM
247	We need a chief that is home grown from within the Dallas PD and understands the unique needs of the city of Dallas, it's citizens and it's police officers. Thank you. We need the police.	11/22/2020 9:57 PM
248	I don't have confidence that the city manager will make a wise decision since he is responsible for bringing in Chief Hall who is an incompetent, pathological liar. His next choice will be yet another person he can control and manipulate rather than someone who is actually fit for the job. The Dallas Police Department will be a train wreck as long as TC is city manager.	11/22/2020 9:55 PM
249	Promote from within the department	11/22/2020 9:40 PM
250	Experience and competency.	11/22/2020 9:34 PM
251	Hello when making your decisions. I like to see the introduce him/ herself to community and form more friendly policing within our blacks community. So, that we can build that foundation of Trust" within all communities!	11/22/2020 9:16 PM

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252	Protecting all citizens from crime and violence is now becoming our most important problem.	11/22/2020 8:43 PM
253	Please don't include felons such as Dominique Alexander on the interview panel again!	11/22/2020 8:34 PM
254	Ask tough questions during the interview process. I live downtown and had teargas fired at me for nothing more than being in the place where I live. Make sure this never happens again.	11/22/2020 8:32 PM
255	Proven experience being a patrol officer and upper leadership. Needs a connection to the area and community on some level. Preferably someone who has experience in a high crime area. Look for the most qualified, not someone that checks a demographic box or is selected to appease a small group of loud individuals. Dallas violent crime problem should be priority #1.	11/22/2020 8:16 PM
256	You should promote from within the department so you have a chief that understands and is familiar with our city. Do not bring in an outsider that does not know Texas or Dallas.	11/22/2020 8:10 PM
257	Pick a true leader that can lead the department to increase moral!	11/22/2020 7:46 PM
258	Diversity, bias, social media...none of that matters. Choose a chief that can keep the community safe. Choos a chief that supports the cops on the street doing their job do that they can keep us safe. I don't care about publicity or media or whatever else crap you think people care about. Good people just care about you keeping us safe. That's all we care about.	11/22/2020 7:37 PM
259	STAND UP FOR 99.9% OF OUR OFFICERS WHO BRAVELY AND KINDLY WEAR THIS BADGE RISKING THEIR LIVES EVERYDAY ...if you don't ...then don't listen to complaints about the escalating crime.... ☐☐☐	11/22/2020 7:22 PM
260	Not having felons or people who hate the police on the hiring board. The city needs a strong chief, not a yes man (person). Someone who actually cares about the officers and the citizens of Dallas.	11/22/2020 7:20 PM
261	N/a	11/22/2020 7:06 PM
262	Developing a relationship with the community to assist with policing within the neighborhood. People can be too dependent on police when the issue has nothing do with the root issue a person or community is facing. Each community will always need something different and valued solutions.	11/22/2020 6:55 PM
263	Law and order	11/22/2020 6:32 PM
264	The selection process should be transparent and inclusive with public participation of residents living in both north and south Dallas questioning the potential candidates during the interview process.	11/22/2020 6:19 PM
265	Diversity and extended training for officers for calls related to persons with mental health.	11/22/2020 6:19 PM
266	Fair but strong. Time to be proactive and enforce the law. Officers need to know you have their back, show that during and they this process.	11/22/2020 6:13 PM
267	Cut the politics game. Hire someone who will be able to make critical decisions. Officers not being able to do their jobs is leading to the violence in this city!	11/22/2020 6:11 PM
268	Yes if he has any community people involve make sure its real people who have been in the city such as real Activist	11/22/2020 5:36 PM
269	Years of service as an officer. Actual street experience is crucial in police leadership.	11/22/2020 5:23 PM
270	I am a life long resident and employee in Dallas. My number one priority that I would like to see is a someone who can lower violent crime. The officers do amazing work, and the officers need support and to retain the officers that they have on the department.	11/22/2020 5:06 PM
271	Dallas needs someone with a backbone, someone that puts criminals in jail and keeps them there. We don't need anymore slaps on the wrist with a promise to do better.	11/22/2020 5:02 PM
272	Someone that has the officers backs when needed	11/22/2020 4:57 PM
273	We need a chief who will stand up for and protect our officers so that that maybe some of the good ones will stay around.	11/22/2020 4:46 PM
274	The new Chief must focus on improving police morale.	11/22/2020 4:40 PM
275	Don't include felons like Dominique Alexander on the interview panel. You and the next Chief need to stand up to the Dallas County District Attorney. His lack of prosecuting criminals and	11/22/2020 4:35 PM

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releasing them from jail only to commit more crimes is one of the major reasons our city is on the way to becoming the next Chicago. Quit pandering to the criminals and start encouraging them to follow the law. Quit treating the police like they are the criminals or we'll have no great officers left.

276	I feel that the opinions of DPD should be taken in to consideration. A multiple choice survey where all answer choices already sound biased is very limited.	11/22/2020 4:29 PM
277	Police morale. Officers want to work for a chief that cares about them and has their back. Please find solutions to racers, homeless, and violent crime.	11/22/2020 4:03 PM
278	Highly educated, even kilt when politics are involved - not favoring one political party or the other, but prioritize the wellbeing of the community, including all ethnicities. backgrounds	11/22/2020 1:28 PM
279	1. Just the importance of hiring a chief who understand how important it is to pay officers a well deserved salary. But of course I know the chief does not have the final say so on that issue. 2. A chief who will work with the city to hire more officers (again, I know the chief does not have the final say so), and provide WELL TRAINED officers to handle the increase of crime. 3. A chief who know the importance of officers being trained in areas of sensitivity, community relations, and diversity, with officers who are trained to understand the communities they work in but have never lived in. I've been active in Dallas communities for years and have attended many community outreach events hosted by the police department. I truly believe the events help officers get to know the community, and the people living in them. The events also help build a level of trust between all involved, but more understanding and training for the officers would definitely be helpful. Tension is very high and breaking down those walls are important. My church Oak Cliff Bible has partnered with the police department and I'm happy about that, but we can't just talk about what we want to do, we ALL have to speak up and do it. Black Lives Matter, but that includes the Black Lives being killed by other Black Lives.	11/22/2020 12:43 PM
280	Consider how many homeowners feel the need for additional policing at additional costs. That should not need to be.	11/22/2020 12:34 PM
281	Please ensure the new chief will focus on recruiting more quality officers and ensuring through leadership their positive morale and compensation. We should not be losing officers to smaller surrounding communities.	11/22/2020 11:37 AM
282	Think of all the people of Dallas.. what is BEST for our city?	11/22/2020 8:27 AM
283	Please make a good choice	11/22/2020 8:06 AM
284	It is extremely important that the next chief know and understand Dallas and our challenging political climate. We cannot afford a chief who has a 6-12 month learning curve. Someone with deep relationships in our community and a track record of success here in Dallas will be best positioned for this job.	11/22/2020 8:05 AM
285	Public safety is the primary reason for the police department.	11/22/2020 7:07 AM
286	Ability to get more police officers out on the streets	11/22/2020 6:24 AM
287	I am a Democrat, but I think there is a misunderstanding, I want a strong police force. We need a person who is a collaborator and probably more financial resources for the police. Each person involved in the police force should have in depth psychological testing, and the acknowledgement that they are real people who need a healthy place to express their anger. Etc What a hard job!	11/22/2020 5:25 AM
288	A better pick than the last chief .	11/21/2020 11:12 PM
289	Please hire someone with the right experience- unlike the current police chief. Dallas is growing so rapidly we can't let it get out of control. Cops wear mandatory cameras for everyone's benefit. Work on community partnerships- the kids deserve to play and go to school safely. Big brothers, mentors - shamelessly ask people to get involved and provide clear ways to do it! God bless!	11/21/2020 10:13 PM
290	Dedication to the Constitution, and willingness to "do what is just" regardless of consequences	11/21/2020 9:11 PM
291	Hire someone qualified.	11/21/2020 8:43 PM
292	Don't hire anybody who doesn't know/understand the history of policing in the USA. For some reason peaceful BLM protesters are being attacked but white supremists are being respected	11/21/2020 8:40 PM

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more by officers across the country. So someone who also wouldn't order officers to attack peaceful protesters. Somebody who just gets it. Also once this virus is under control, We seriously need to inform the community on several things. We've been asking too much from officers. People with mental problems need professional help. Subvert or add money to help with that. This city could be a tight knit but it's not. Sorry I went on... Not really. :)

293	Please make sure they don't give up on their city.	11/21/2020 8:22 PM
294	N/A	11/21/2020 7:00 PM
295	Upholding morals and family values as well as a deep understanding of "protecting and serving the community.	11/21/2020 6:59 PM
296	Please consider selecting the next Chief from one of the talented Dallas Police Officers. We need someone that is currently with the DPD as they have a stronger understanding of the City - and that is needed. Please select a current DP Officer that is passionate about his work and the safety of Dallas, and someone that is not ego driven but results driven.	11/21/2020 5:55 PM
297	Please assist the Minority Group by having a Chief who can also speak to and Professionally to Spanish Members who make up almost 45% of this great city of Dallas Texas	11/21/2020 4:51 PM
298	He needs to look internally this time for someone who actually understands our diverse community and has experience in multiple levels and roles across DPD. Someone with a high level of education and most definitely bilingual. It's embarrassing that Dallas is over 40%hispanic and we have yet to have a bilingual police chief.	11/21/2020 4:38 PM
299	We need a MAN in this position - a WOMAN is a joke and offenders do not take a woman seriously, especially one with pearl studs and rhinestone eyeglasses. AND...promote from WITHIN the force unless all of the department's qualified career officers have left under Chief Hall's leadership of demoting personnel with 20 and 30 years experience with DPD.	11/21/2020 4:18 PM
300	go back to the basics.... keep our city safe.... hire someone with integrity.... back up your chief and don't let anyone bring dissention into the department for political gain, including the mayor and/or the city council.... pay your officers what they are worth in order to retain them/this city wastes too much money on training officers that go to other cities for more money. finally, God first, Family second, Career third.	11/21/2020 3:44 PM
301	Talk to officers who have worked with the candidate, not just superiors.	11/21/2020 3:00 PM
302	Be transparent. Listen to references.	11/21/2020 12:46 PM
303	I want the city manager to be a better city manager	11/21/2020 12:23 PM
304	Dear City Manager, What can we do to keep Ms Rene Hall for a longer term? She has demonstrated exceptional leadership. She was the 1st Chief in the nation to convey and implement practical police policies to help decrease police brutality and embrace police reform to improve the police force and community. She should not be held responsible for Dallas increased crime stats. Dallas' growth has and is still soaring....no chief can control the level of crime because the chief cannot control who moves here to the city. It is an unreasonable standard of measuring her performance - success when it is tied to level of crime of a city that is growing beyond its capacity. Please let's do what it takes to extend her term until we find someone who is comparable to her...and that task will be most difficult. She is exemplary!!!	11/21/2020 7:36 AM
305	Reduce the militarization of the police. Defund the police and use social workers, domestic violence experts, mental health professionals to really serve communities. Keep state troopers out of local communities.	11/21/2020 7:05 AM
306	N/A	11/21/2020 5:48 AM
307	Yes, this Police Chief should not be political period. I'm sick of the protests, murderers, and looting!!	11/21/2020 1:01 AM
308	Need a chief that will step out into the communities show his or her worth. Actions not talk on Violence & Killing	11/20/2020 10:54 PM
309	Some one that is grounded & well rounded in social diversity.	11/20/2020 10:00 PM
310	Involve the community organizations and churches in neighborhood accountability for things like homelessness, productive activities for young people, developing and giving pride in community	11/20/2020 9:35 PM

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311	No comment	11/20/2020 9:31 PM
312	There are bad apples everywhere but most people in these high crime communities are good people who want to feel safe in their neighborhoods	11/20/2020 8:29 PM
313	Yes, make crime reduction and prevention a TOP priority for the city of Dallas. In the past 6 years police effectiveness in Dallas has been diminished.	11/20/2020 7:12 PM
314	Nothing was mentioned in the selections about caring and supporting the City's officers. Something must be done to rebuild the public's respect for the officers and the jobs they are doing....for such little financial reward.	11/20/2020 6:02 PM
315	Asking the City Council to stay out of the operations of policing. Ask the council to set high level goals for the Chief and not be reactionary to any one crisis.	11/20/2020 3:05 PM
316	some one who understands our city. our police department, our history. no more outsiders\	11/20/2020 2:30 PM
317	Fire the representative for the police association. This guy complains about every chief that is hired. He is a total distraction!! Important to search for someone OUTSIDE of the ranks. Too much infighting and same old "good old boys" mentality.	11/20/2020 2:02 PM
318	Crime watches should only be with a registered neighborhood association that is monitored and proven no under the table and favoritism. Fairness for what the community wants and need and not for non profits that mean residents no good but say otherwise. Protect and serve and not destroy peace. Step up and weed out the 1% bad apples on DPD force and stop siding with corruption & wrongdoers on the force. Stop the intimidation on DPD thats causing problems for the 99% good officers and the100 % residents. See for yourself and hold all officers accountable. Dont allow officers to just stop drivers just to harrass the drivers and make up a reason why they stopped them. Geniunely Work with the public so people can trust again our true DPD. "Do unto others as you would have them do unto you" Train officers properly to work with our youth and Not put children in harms way by improperly teaching them. Stop officers from showing favoritism over corrupt non profits that have come into neighborhoods that have not shown production to help communities. Invite communities to basketball hoop it up or football or help with fundraisers that the majority of the community wants and not with just the few. If a persons tail light is out refer with a voucher to Autozone or O'Reilly to purchase bulbs instead of giving a ticket. Offer Open door policy with DPD officials. Remove misdemeanors off peoples records permanently so they can get good jobs. Help the homeless get shelter. Request more state hospitals for long term and help stop short term mental hospitals stop treating patients with just wanting patients money insurance and start treating patients focusing on their illness. Dont release them back to the street still needing help but refer patient for further treatments in a long term facility for more help. The mental health minds are not right but they are people to	11/20/2020 1:54 PM
319	There should be more community involvement	11/20/2020 1:35 PM
320	Responde to answering 911 and dispatching officers. A person should never be put on hold when reporting an emergency. Allow officers to police currently there is no respect to dallas officers. Bad people run from the police and continue to commit crimes. They are even shooting at the officers and trying to run them over. He have lost control of our city.	11/20/2020 1:18 PM
321	I've lived in Dallas for almost 20 years, and this has been the worst year for crime, coupled with the worst Police Chief. Even before 2020, Chief Hall wasn't doing a great job, and this year was the Coup de Grace! Enough already!	11/20/2020 1:09 PM
322	Is it too much just to feel safe? I can't dine outside without a protestor yelling in my ear or a new shooting that seems to happen lately. Why is this so difficult? We need better use of resources and time management!	11/20/2020 1:04 PM
323	Can we just get a Police Chief that doesn't drop the ball when it comes to dealing with the protestors? In a year with already high-crime rates, we have protestors all over the place roaming unchecked, committing crimes and leaving garbage everywhere!	11/20/2020 1:01 PM
324	Yeah, this survey is nice and all, but it seems like it really caters to certain groups and not Dallas citizens as a whole. We don't need "programs" or "initiatives", we need to face our issues head-on. A person with a clipboard is not the same as an officer trained to deal with crime!	11/20/2020 12:57 PM
325	A police Chief that can make all of us feel safe. More patrols yes, but a police Chief that will	11/20/2020 12:53 PM

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take the crime rate seriously and not cater to those who feel "overpoliced"

326	We need a police chief like David Brown who understands that the concept of "Defund the Police" really means "Unburden the Police" to most people who support it. Our officers are being asked to handle way too many problems and, as such, every problem is a nail to their hammer. We need to develop alternative methods of responding to crisis. We don't send police to fight fires or pickup stray dogs. We shouldn't have them in schools or responding to mental health crises. Understanding that and focusing on a community-based, legislative strategy based on innovative best practices from around the world is what the police chief should be doing.	11/20/2020 12:09 PM
327	Defund the police. I don't mean allocate nothing to them but reduce the police budget reallocate it to social services. Have social workers work alongside police officers.	11/20/2020 11:43 AM
328	Values diversity at all levels.	11/20/2020 11:43 AM
329	Think about city security and not about being politically correct with the latest social flavor of the month.	11/20/2020 11:40 AM
330	This is our opportunity to move forward toward being a more just, safe, and peaceful community. Support can be provided to the Chief for budget management, political relations, tech savvy, but the competence, expertise, vision, commitment to just enforcement of the law must come from the top. Thank you.	11/20/2020 9:57 AM
331	Please consider that even a perfect Chief will not be sufficient to strengthen and improve the department. They also need a strong team across the board with a culture of accountability and fairness.	11/20/2020 9:56 AM
332	n/a	11/20/2020 9:45 AM
333	Strategic thinking includes 21 st century solutions (people, virtual and outcome focused) for the progressive city of Dallas.	11/20/2020 9:33 AM
334	This should not be a political hire. Also, just bc an LEO is of color doesn't mean that person is culturally competent or cares about how to relate to POC. A full psychological assessment should be given to weed out any candidate who is hyper-authoritative and/or aggressive. A complete social-media background review should also be conducted to screen for candidates' values and attitudes toward the community. The good ol' boy/us vs them system must be eradicated.	11/20/2020 9:15 AM
335	n/a	11/20/2020 9:09 AM
336	we need someone else for this job. This City Mgr can go somewhere else for this job.	11/20/2020 9:07 AM
337	no fear of public prayer. God needs to be in the formula for success.	11/20/2020 9:07 AM
338	Please consider the low-income communities and how disengaged they are from this process. They need to know and understand how valuable police officers are.	11/20/2020 8:54 AM
339	Dallas is so unique - the fact that the mayor has little authority is not typical. We need someone who is a strong leader and ready to make things happen. I want an iron lady or man. Strong and fair is key. Thank you and good luck!	11/20/2020 8:53 AM
340	I would think that the next chief definitely needs to have big city executive level law enforcement experience. I also think that T.C. needs to have a series of conversations with past Dallas Police Chiefs and get their insights on the pros & cons of this city and being its police chief.	11/20/2020 8:51 AM
341	For the new chief of police to present a plan of what they would do to bring the City to being a safe city.	11/20/2020 8:47 AM
342	For this to be a good place to live and to invest in, we need to have a police force that feels like it is respected by the city. Educators and police along with medical personal, are the backbone to a city where all citizens- from the poorest to the rich, feel like they can get help when needed to be safe and achieve more themselves. I realize you have no control over who our educator and medical personnel are, but you do our police. Think carefully about this decision, and do not be swayed by the emotions of "in the moment" -by groups may be unable due to emotion to think as rationally as they would under normal circumstances.	11/20/2020 8:41 AM
343	With the next selection, please work with the City Council and Mayor to OPENLY support and	11/20/2020 8:28 AM

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not demonize the policy chief. It was embarrassing how Renee Hall was treated and I would resign as well. Without the support of City leadership it was impossible for her to be productive. And please involve the former Mayor in the selection process if he is available. The current mayor has no idea what he is doing (not doing) for the City of Dallas. Thank you for requesting input.

344	A better recruitment & training program for new & current officers will help any Chief coming in. This way everyone is on the same page. Also, better funding for more officers & the current officers. You can't keep cutting funding & expect them to want to come to work and serve. Finally, if the PA's worried more about the citizens than officers who did the wrong thing, all departments would be better. Thanks	11/20/2020 8:24 AM
345	Hold them accountable from the very beginning to implement the changes the community want to see in the Police department...community/partnership & policing.	11/20/2020 8:18 AM
346	Consider hiring a highly qualified and experienced Chief who reflects objective and transparent leadership, fair supervisory practices, and who is dedicated to researching best practices in policing, community engagement, police professional staff development, and budget/financial management.	11/20/2020 8:16 AM
347	Funding for community services and equity policy work	11/20/2020 8:01 AM
348	Min 20 years of prior service Min 2 years of Administrative leadership A solid and forward grasp of current criminal trends, ability to not only lead officers but develop others to manage and succeed. Take politics out, performance in. To reorganize training, develop and encourage all officers to succeed. To be open in describing and communicating with the public on the use of officers training as it relates to any incident. The ability to simply manage all employees and both praise and discipline with in the rules. To change recruiting qualifications as needed and do away with various new approved practices that are not working. One is officer appearance. No beards, this brings on a " Military mentality of Special Operators) ( they are not SEALS). This is a aggressive look when a NEUTRAL look is needed more going forward.. Medical reasons or not, as it was not needed prior to 2016. Hair... Dyed, Mohawk excessive ear piercing... again aggressive. Today's officers need to show their neutral professionalism more than ever. Look sharp be sharp rule. Today's chief has to demand that each office including that office is accountable and actually works ie:. ( on Officer involved shootings, pull up Car Computer content to see who drives away from the potential Shooting call. The computer is fantastic but it's being used to avoid calls by non conflict officers by choice. This is real! The chief has to walk softly but carry a big stick. If you recruit the best you get the best. No more decisions based on fear of public 2% or media approval. We have to get the best. At least 20 - 30 major cities are recruiting also. The closer the better as to have a better understanding of our need for a progressive, respected diverse and trusted department yet having a appreciation of DPDs past history. If Dallas wants to be world class besides bridges, museums and industry. Start with a world class chief! Thanks for all you do and the opportunity to respond.	11/20/2020 7:54 AM
349	The "perfect candidate" would be somebody who will be tough on crime, but sensitive to racism and bias in policing, and not afraid to hold their own officers accountable.	11/20/2020 7:21 AM
350	The city council with the Mayor should give the City Manager assistance in choosing the Police Chief.	11/20/2020 7:16 AM
351	A new chief that will work with both police associations to get them to work and respect each others views	11/20/2020 6:57 AM
352	Hire the best available person without regard to race, gender or the like.	11/20/2020 6:52 AM
353	The most important aspect of this decision is to hire someone with a proven track record of reducing crime unlike the last hire who came from the most crime riddled city of Detroit.	11/20/2020 6:40 AM
354	Think out of the box and look at the best candidates . Decisions should not be politically influenced . Ask the community for input on candidates .	11/20/2020 6:10 AM
355	Please seek out someone who has a track record of toughness on crime and upholds the law with integrity. This person must also have a spotless record concerning race relations as it applies to their day to day job.	11/20/2020 5:39 AM
356	N/A	11/20/2020 4:47 AM
357	Hire the best person available, regardless of race.	11/20/2020 4:19 AM

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358	Someone with Christian values	11/20/2020 1:23 AM
359	HOPEFULLY HE WON'T GET SOMEONE LIKE HIM ONLY INTRESTED IN THE NORTHERN PARTS OF THE CITY FIRST AND NOT THE NON EXISTANCE SOUTHERN PART OF THE CITY. THERE IS CRIME EVERYWHERE AND THE SOUTHERN PART IS NOT RECONIZED ON ANY LEVEL. I HEAR GUN SHOTS AT LEAST 4 TIMES A WEEK AND MY NEIGHBORHOOD HAS BEEN NICE AND QUITE FOR OVER 30 YEARS THAT I HAVE LIVED HERE. CAN CALL 911 GET PUT ON HOLD AND HOPE YOU DON'T GET HUNG UP ON, AND IT TAKES THEM HOURS IF NOT AT ALL TO COME AND THEN CALL YOU TO SEE WHAT THE PROBLEM IS/WAS. IF WE START HANDLING OUR ISSUES BY THE TIME THEY GET THERE ALL THEY HAVE TO DO IS CALL THE CORONER BECAUSE IT'S GOING TO COME TO THAT REAL SOON. SAD SAD IN DALLAS, TEXAS, REAL SAD ALL OF THE CITY DEPTS. PAST PAST TIME FOR THE CLEAN UP AND GET SOMETHING DONE. MY FYI..	11/20/2020 12:18 AM
360	Let the next Chief know their work is cut out for them.	11/19/2020 11:50 PM
361	I would like to see one of Dallas's Finest, a patrolman or woman who has minimum of 10 years working the streets, has a honorable reputation with other officers , as well as supervisors and other commanding officers. The communities input is thoughtful in my opinion and I will pray for your decision and your dedication.	11/19/2020 11:34 PM
362	Experience matters don't come up with a rookie or someone that has recently come to power.	11/19/2020 10:51 PM
363	Please prioritize candidates of color from low-income Dallas neighborhoods with progressive values. If he meets the qualifications for the position, I recommend Constable Michael Orozco for consideration, as well. He's thoroughly impressed me with understanding our community's needs and by being proactive in police accountability and transparency efforts.	11/19/2020 10:50 PM
364	Please pick someone with the experience and track record of taking on violent crime and making the paramount goal of the department the re-establishment of safer communities. Without safe communities, Dallas risks all of the positive growth that's occurred in the city in the last 15 years. This is arguably the most important hire and decision that you'll make as Dallas it at a crossroad. Will we get our communities back on track towards being safe or will continue to devolve downwards like some other once great cities where rising crime has lead to their economic downfall.	11/19/2020 10:19 PM
365	The police chief should be a devout Christian. If a person is a true follower of Jesus, we will have a successful police chief and a safer city.	11/19/2020 9:24 PM
366	This is a poorly designed survey and as the City Manager you should ensure the survey firm develops an unbiased survey.	11/19/2020 8:50 PM
367	I consider homelessness a priority, however, I don't think it should be the police who are tasked with solving it. Should be hands-on in big operations (bridge corralling) and in emergency/crisis situations. The best way to be "all in this together" is to be present.	11/19/2020 8:46 PM
368	The future of the chief. Do they intend to be in the position long term or short term. Do they truly have a support team is it just them	11/19/2020 7:59 PM
369	In addition, to the qualifications, I strongly believe that City of Dallas senior level leadership should be reflective of the communities they serve and keep safe.	11/19/2020 7:49 PM
370	Bilingual	11/19/2020 7:49 PM
371	The role of police is to keep Our community safe. Too often, I feel unsafe walking around downtown, I'd like a Police chief who can help fix that	11/19/2020 7:48 PM
372	Pick the most qualified person, not the most PC person unless that person is the most qualified.	11/19/2020 7:39 PM
373	We need someone that is going to put the interests of the people in this city above political pressure. I will not support any type of defunding the police in the city of Dallas. We need someone who can help build trust in our community, but there is only so much of that that can be done. We cannot put politics above public safety and I am concerned about the rapid increase of violent crime in this city. We need a police force that can enforce laws and keep our community safe above all else.	11/19/2020 7:37 PM
374	No	11/19/2020 7:34 PM

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375	He and the council should consider the fact that the buck stops with the city manager. He shares responsibility for the outgoing chief's failures and he should be held accountable.	11/19/2020 7:28 PM
376	I have lived in Dallain the past and have lived in Dallas County for the past 35 years. I believe the outgoing Chief of Police did a great job, and I would hope we can find another individual who responds to crisis with a firm hand no matter how unpopular that may be. Otherwise, the Police send a signal to criminals that crime within the City of Dallas and its outlying cities will go unpunished. It's time to act. The city of Dallas is in crisis.	11/19/2020 7:16 PM
377	Have a open discussion on zoom with community and those being interviewed for position.	11/19/2020 7:10 PM
378	I believe the City Manager should consider the next candidate of someone who's willing to get to the root cause of not retaining staff on the force. There has been multiple incidents in Dallas over the last 6 years. Crime is increasing because we don't have the staff to combat the crime and criminals know that. Secondly, promote sustainability meaning to drive officers to the City of Dallas salary will need to be a driving factor. Thirdly, this job is one of many that deals with a diverse group of people, so protecting and serving shouldn't only be limited to certain ethnicities. Therefore, diversity and inclusion needs to be a year round training to continue. Promote community awareness. We must also remember Chief Hall inherited the crime without the city providing adequate resources to assist in some of the fundamentals. Regardless of whom is brought in to lead the City of Dallas to reduce the crime, the appropriate resources must be available.	11/19/2020 7:00 PM
379	Live in Dallas	11/19/2020 6:33 PM
380	To hire someone who recognizes the need of additional support from social workers and mental health professionals. To understand the police can NOT sole all of the "problems" in our City!!!	11/19/2020 6:31 PM
381	This is the position of Chief of Police- not anything else. They have been should focus on policing and police tactics.	11/19/2020 6:18 PM
382	Dallas is such a great city with so much going for it. Yet I see so many warts every day. I see my wife getting pulled over for going 50 in a 45 while taking kids to school while violent crimes are out of control and homelessness is rampant on every red light corner we come to. I see qualified police officers running to surrounding communities that pay better and have better benefits. Meanwhile we're getting lesser qualified recruits and our police numbers are too small. A lot of our communities don't trust the police right so there needs to be more of an emphasis on our officers grafting themselves into the neighborhoods that they police. The neighbors should know them by name and vice versa.	11/19/2020 6:16 PM
383	He should be fair and honest. He should openly seek a candidate. Perhaps promote within.	11/19/2020 6:04 PM
384	Stop looking for black/brown and female potentials! Color does not matter and gender does not matter! We need the BEST PERSON for the job. Hire THE ONE with the best qualifications. So tired of hiring people just for the color of their skin or gender, just to be politically correct, then we end up with a totally unqualified person. Qualifications matter, not skin color or boobs!!!	11/19/2020 5:58 PM
385	The chief needs to hold himself and his officers accountable. The chief needs to include the community in decisions and planning. the chief must not tolerate even the slightest appearance of racism.	11/19/2020 5:54 PM
386	We will never solve the issue of rising violent crime in Dallas without addressing the underlying causes of violent crime. I don't think that is the role of the chief, but if we insist on funding police without adequate funding for education, health care, environmental protection, housing and homeless solutions, economic development or job training, the chief will need to be smart enough, talented enough, creative enough and humble enough to develop a plan to address the causes of crime in addition to solutions to crime.	11/19/2020 5:53 PM
387	1. Choose a PROVEN leader who knows how to lead a police force. No more optics 2. A new chief is not necessarily THE answer. Attack the systemic culture of the police. Their allegiance is more for the union than for the leadership. 3. Bust the power of the union. 4. NPOs are a joke. Put them back on the street. 5. Require more education even if it reduces recruiting. One more educated officer is better than 3 country bumkim high school grads with no to little experience in urban life. 6. Focus on innovation. For example, why aren't we using drones 7. Make officers do their jobs. Policing on Southeast is so weak and ineffective, its almost laughable. 8. Coordinate and plan better in partnership with other departments 9. Focus on measurable results. Attack the root causes, not just arrest the low hanging fruit. For example,	11/19/2020 5:43 PM

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why do we arrest young men hanging in front of stores, but not store owners. Toughen your legislative agenda and go after the high level crooks who source the illegality 10. Community policing does not mean food giveaways and health fairs. They have some benefit, but, community policing means the residents participate in setting and evaluating the crime agenda. We tell the police what we want, in partnership, and they do it. Why aren't citizens allowed to evaluate officers? We suffer from the bad ones. 11. Stop paying for ridiculous trappings, like a million dollars in software to identify bad cops. We KNOW who they are now. Change policy to get rid of them quickly. Change civil service rules if necessary 12. A new chief will not change things if the system they work in supports the status quo. 13. Choose a leader who is bold and innovative and who breaks down barriers. 14, Change city hall culture that worships the status quo, and never, ever makes real, substantive change. 15. Hire the best. Period. Someone who will respectfully challenge the city manager and council. 16. Our high crime rate has little to do with the chief, but everything to do with Dallas' slow, plodding, bureaucratic, afraid-of-change system. Don't leave the next chief high and dry without making the SYSTEM changes needed to be successful.

388	Consider someone with Dallas police experience.	11/19/2020 5:41 PM
389	Make sure the person you hire is fair to all citizens.	11/19/2020 5:41 PM
390	Don't make it political	11/19/2020 5:40 PM
391	A plan for how he/she will stop the violent crime. The city is out of control and a playground for gangs and violence. The homeless are everywhere it's a disgusting pit. WE NEED A PLAN AND CHANGE	11/19/2020 5:37 PM
392	Dallas is unique, and will require solutions tailored to the city's culture. The successful candidate will understand that even if a strategy worked in another metropolitan area, it will need to be adjusted to address our city's specific issues.	11/19/2020 5:16 PM
393	We need a police chief who will not tolerate violent behavior within the ranks,I'm tired of police protecting each other when they use unnecessary force and/ or break the laws they have sworn to uphold. I'd like a police chief who works to build community trust by showing us that the officers she/he leads are worthy of our trust.	11/19/2020 5:08 PM
394	First of all, it offends me that you ask, "my ethnic background and gender." Why is this important? Dallas needs MONEY to hire more officers; encourage education; encourage and promote the trust of officers and the community. I love our officers. It's terrible that there are too many people in this country the play the "victim card." Enough. Let's ALL come together and get crime under control. Hire GOOD educated; unbiased individuals... that have experience and are NOT afraid to confront black, white, Hispanic, women, transgenders... WHATEVER. We need common goals.	11/19/2020 4:56 PM
395	Just do the right thing for the city and it's tax paying constituents.	11/19/2020 4:53 PM
396	bring "law and order" back to Dallas - for everyone	11/19/2020 4:47 PM
397	The new police chief should be someone who gets it that , for example, if a person has a knife and there are a bunch of cops, they should overwhelm the guy NOT SHOOT HIM. We citizens aren't going to stand for cowardly policemen who shoot when several offices won't help subdue someone.	11/19/2020 4:47 PM
398	Hire someone based on merit, NOT based on diversity. Skin color doesn't matter, what you bring to the table does. The pendulum has swung too far in the direction of intersectionality and not being able to say anything that offends anyone. Please don't be bullied, please hire the most qualified person. No one cares if he or she is white, black, asian, Indian, Hawaiian, trans, etc... Please get us back to a meritocracy.	11/19/2020 4:46 PM
399	I would like to have a police chief that doesn't kettle peaceful protestors on bridges only to attack them. Thank you.	11/19/2020 4:46 PM
400	violent crime in Dallas should be top priority	11/19/2020 4:44 PM
401	Pick someone who can work as part of a team to improve safety in the city. Then give the chief the resources they need and understand it's not just the police chief's responsibility to make the city safe. It is an all hands on deck job .	11/19/2020 4:40 PM
402	Keep politics out of the decision. Select someone who sees issues from multiple perspectives and more centered than extreme either direction. I'm troubled by the rise in crime big and small	11/19/2020 4:35 PM

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and not feeling as safe in my home and neighborhood.

403	We know no one can stop crime on their own but consider offering crime stoppers reward again. Let them Tell It, where Citizens can turn in some of these criminals and there name and address won't be public. So one knows.Because the community knows these crooks!	11/19/2020 4:28 PM
404	Check with canidates how they would handle the current situation and other challenges Dallas is facing. Citezens should have a priveiw of what the candidates are going for and their experience as well as a meet and greet with them. Possibly even a virtual event where they speak. Also they should be asked on how they might handle things differently than the current chief as well things their oppinons on the chiefs decisions they believe to be bad.	11/19/2020 2:45 PM
405	Hire from within	11/19/2020 1:03 PM
406	This person needs to be level headed in emergency situations and have the patience to take the time to rebuild trust that Chief Hall has lost.	11/19/2020 12:52 PM
407	I would like this city manager to have a good working relationship with the DA and embrace the DA's policy to not prosecute marijuana possession. The prior chief disagreed and still arrested for marijuana, I want this police chief to nit arrest for marijuana.	11/19/2020 12:52 PM
408	Renee Hall was a poor choice as she did not have the necessary background and was a weak leader. Please be aware of rising crime statistics and the importance of supporting the police force. There seems to be so much dissension among the rank and file officers because of Hall. We want to be proud of our city and need strong leadership with integrity.	11/19/2020 11:50 AM
409	Ask for community and stakeholders input in the selection of the next police chief. Evaluate work progress every six months. If chief is not accomplishing goals, have consequences. Have new chief set high standards and follow through for safety of all communities.	11/19/2020 11:34 AM
410	I am proud to call Dallas my home. The new Chief should share this sentiment with all LAW ABIDING CITIZENS!!!!	11/19/2020 10:48 AM
411	Not political, or weak constitution.	11/19/2020 10:17 AM
412	Please make sure whom ever we get this person has experience in handling their officers and holding them accountable of all their actions. We need someone who can police the community. Bring the crime rate down.	11/19/2020 10:16 AM
413	We are a diverse city but yet we, as Latinos, are often felt left out amd out community policing needs are often represented especially by this last police chief.	11/19/2020 9:41 AM
414	No	11/19/2020 9:16 AM
415	Political involvement in the police hiring process is tooo much. The police associations and council, including the mayor, should share their opinions but otherwise stay out of the process. Their efforts are selfserving. Citizens should be included more. You have done a good job - maintain your standards and integrity.	11/19/2020 8:59 AM
416	We need a chief that has Dallas experience, will abolish violent crime, and has no tolerance for politics.	11/19/2020 8:41 AM
417	We have to get back to community policing. The research shows time and time again that community policing reduces crime and makes our community safer. When police have positive and meaningful relationships with the community, the community is safer and there are a lot less instances of police brutality. It builds trust and a true community where all citizens work together to make our city safe and healthy.	11/19/2020 8:18 AM
418	I will sacrifice experiance for someone who understands that we have to be progressive in policing. Trust and transparency. Innovative and creative with community matters. Giving everyone a seat at the table. Someone who is not concerned with getting people to like them. Someone who is not Brent towards a particular group of people but all people like Chief Hall was.	11/19/2020 8:13 AM
419	Please be a a visable support to whomever you hire. Keep the politicians off him/her as best you can	11/19/2020 7:46 AM
420	Find a qualified candidate within DPD who already knows our city and communities. With homicides on the rise, someone from the outside can't not be playing catchup. Read this article. Why would we not keep this man in Dallas?	11/19/2020 7:14 AM

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<https://www.dmagazine.com/frontburner/2020/10/is-there-a-ferguson-effect-in-murder-spikes-a-dallas-effect/>

421	Someone who know the different communities in Dallas. Know them by historical name - not the new names given to them for business reasons.	11/19/2020 7:13 AM
422	that candidate is chosen base on experience, knowledge, and positive actions they have taken in their police career. and race does not play a card in it. because in Dallas it appears the chief is chosen based on the current racial issues in the city.	11/19/2020 7:06 AM
423	hiring a black female or male	11/19/2020 6:45 AM
424	Let's not focus on a demographic, let's focus on experience. Additionally, as a first responder in Dallas, I've noticed the lack of support from the various association's which make it difficult for a police chief to do their job. If there's a way to remedy this issue, then, please do.	11/19/2020 6:33 AM
425	Our crime, especially violent crime, is increasing. We have heard gunshots outside our home almost daily for over 4 years. Our police force is dwindling and we cannot recruit or keep officers. Dallas is desperate for help and we need a police chief that is up for the task.	11/19/2020 5:42 AM
426	Consider the needs of the southern communities like community involvement with schools and outreach programs for up and coming kids.	11/19/2020 5:34 AM
427	Be constructive and fair	11/19/2020 4:41 AM
428	Find someone that creates an environment that those of us in Dallas can feel safe and everyone is treated the same.	11/19/2020 4:24 AM
429	Understands that tolerance of any crime, including all traffic violations, in Oak Cliff, South Dallas, and West Dallas is harmful and is a form of discrimination.	11/19/2020 1:31 AM
430	Yes, please do not be pressured by any police Association who you were you select. Also, do not be intimidated by the mayor as to who you select. When selecting the next chief of police, please make sure this person communicates well with the public as well as to the staff. Finally, pray about it and let your conscience be your guide and you'll be able to rest each night knowing that you did your very best with trying to help keep Dallas safe by selecting the person.	11/18/2020 11:49 PM
431	Don't hire an inept political puppet and mouthpiece. Instead, hire someone with a track record of reducing crime and getting things done.	11/18/2020 11:39 PM
432	Got to get a handle on the homeless and crime	11/18/2020 9:00 PM
433	I was born and raised in Dallas. After spending 20 years living on our ranch we have come back to the city. Dallas has changed so much but for the first time ever the crime, street racing and seeing homeless people everywhere makes me scared. The new police chief must be able to get their hands around these problems.	11/18/2020 8:25 PM
434	Yes, please allow us an opportunity to meet your top 3 candidates. Thanks	11/18/2020 8:00 PM
435	Make sure he enforces the law and does not allow rioting in the streets ever and destruction of property like Seattle or Portland and stop the street racing	11/18/2020 7:57 PM
436	I believe that the New Chief needs to work with South Oak Cliff Pastors and Church Congregations, Paul Quinn College, Community Health Workers, For Oak Cliff, Landlords of Multi-Family Residences and Everyday Citizens to equip residents in how to build neighborhood capacity, access necessary city resources, care for and support our own neighborhoods in having safer and thriving communities. We need a Chief who believes in working with churches to equip the very young adults who turn to crime, with the resources they need to reinvest their gifts, talents, and services in their own communities. Teach the people how to care for and protect their own communities. Not just the Homeowner Associations with people who cater to the City Council People. Help the people to help themselves and take their communities back. We need a Police Chief who young adults, children and adults can go to , admit their wrong, and find some understanding and resources to get on the right track. We need a Police Chief who will think outside of the box, working with Pastors to educate the people on the law and teaching our Young Men to help with keeping safe communities, so that people will know what they should and should not do. Parents used to do that. Now, many don't. We need a Police Chief who communicates to all of the Officers that when making non-violent traffic stops, unless there is danger, assume that the person is	11/18/2020 7:50 PM

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innocent until proven guilty and not the other way around; someone who will listen and make a compassionate and just determination. We do not need grants that overpolice South Oak Cliff with all day Traffic Stops of police cars that contain 2 police per car just driving around looking for someone Black to stop, who could be walking the neighborhoods, talking with the community, and curtailing real crimes that actually violate people and are deadly. There are more efficient, non-punitive ways to deal with Traffic Violations, so that they won't be repeated, than to have 2 police riding in each car just waiting around to stop the elderly and parents taking children to school, for what sometimes are bogus traffic stops, causing them to lose jobs, paying overpriced traffic tickets which just cause the person to create more debt, deal with unpaid bills , and take away from families just trying to make ends meet, over traumatizing our neighborhoods, while people are committing heinous crimes at the same time. All of these traffic stops in South Oak Cliff are just creating another generation of children who are in the back seat of their parents and grandparents cars, who will have disdain for the disrespectful and uncaring police officers who they are taught in 2nd Grade, should be there to protect and serve, and who they should believe, is a caring authority there to keep them safe. We need a Police Chief who is not a member of any of the Police Associations , so that they can think for themselves and work with the Mayor and the City Manager to lead in making our city closer and safe for all of Dallas .

437	Hard on crime. Less about community involvement, being politically correct and being nice, all about reducing crime.	11/18/2020 7:38 PM
438	Dallas feels extremely violent lately. Each time I leave my home to run a basic errand, I think about how this is potentially putting me in harm's way. I want a Chief of Police who will make it feel safe to run your errands again. I want someone who will bring back the simple joy of running an errand.	11/18/2020 7:20 PM
439	transparent and accountable	11/18/2020 7:09 PM
440	Please choose someone with a family history of policing, and someone with a strong backbone. Someone like Chief David Brown would be good.	11/18/2020 7:03 PM
441	I believe DPD needs a leader with a fresh perspective and approach. Temperament is critical but so is being respected equally by those in and outside of the department.	11/18/2020 6:56 PM
442	Fair check and balances	11/18/2020 6:34 PM
443	Building community trust will happen naturally when the citizens of Dallas feel safe and get a timely response to calls.	11/18/2020 5:48 PM
444	A track record is more important than past titles Numbers and metrics speak volumes Experience building a culture of trust would be a great asset	11/18/2020 5:08 PM
445	Ensuring the new chief will have a strong support system and receive respect from those that will follow his or her leadership	11/18/2020 5:03 PM
446	The candidate should be a leader the rank and file respects. Someone already part of the organization or someone who served as a major or above before departing for another agency. The rank and file officers need leadership and direction.	11/18/2020 5:01 PM
447	Race, creed, color, sexual orientation nor religion should play a part in the decision. The MOST qualified person for the job should be hired based on WHOLE community expectations.	11/18/2020 4:37 PM
448	Someone who reduces petty crimes. If you stop crime at the lowest levels violent crime goes down as well.	11/18/2020 4:08 PM
449	NO Dominique Alexander input. Criminals should not get a say-so in my public safety.	11/18/2020 3:59 PM
450	The rise in violent crime is my utmost concern. Seeing the statistics of 2019 and 2020 would open anyone's eyes. I sympathize with how difficult the job is in today's world but I would hope that they can lead and manage with authority. Race relations are an important issue but I do not believe they are the only one and should not take precedent above all.	11/18/2020 3:55 PM
451	Cracking down on crime an the bad drivers on highways	11/18/2020 3:44 PM
452	A chief from within DPD; Someone who does not need to be shown around Dallas; Someone who does not need to be introduced to the Rank & File Officers ;Someone with Community Involvement; Someone who knows Dallas history first handed.	11/18/2020 3:24 PM
453	Consider a mental health check and thorough assessment prior to starting the position.	11/18/2020 3:22 PM

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454	Our Voices from this survey.	11/18/2020 3:14 PM
455	N/A	11/18/2020 3:11 PM
456	Please do not rush your decision to hire a replacement, and please do the necessary research on our new Chief of Police.	11/18/2020 2:22 PM
457	The ability to stay the course in the face of media or even public pressure if the Chief deem a controversial course of action to be in the best interests of this city and its safety. The amount of blind-eye turning both within and without the department is unreal and needs to end.	11/18/2020 2:19 PM
458	The next Chief should not be burdened with Officers in the upper ranks who would not support him/her.	11/18/2020 2:08 PM
459	We need leadership that will allow for greater community solutions than only policing, and is willing to move away from militarized responses. Specialized mental health responders and other methods of de-escalation are essential to maintaining a safe community for all of our members. Police are currently simply not equipped or trained to handle these types situations, thereby further escalating them and resorting to force. They need to be willing to hand over control of these situations to professionals. We need someone who will hold all officers accountable for their actions at each & every level, not allowing them to hide behind a badge or a union and put community members in increasingly dangerous & compromising positions. We also need someone who understands that not everyone feels safer with an increased police presence, and that cannot be the only solution to crime, but instead looks to the community for innovative, creative, and just solutions to the complex problems we face.	11/18/2020 2:05 PM
460	The police department needs to concentrate on community safety and dealing with the homeless/mental health issues rather than political correctness.	11/18/2020 1:54 PM
461	Keep us safe	11/18/2020 1:35 PM
462	Find someone tough on crime, doesn't bow to media pressure and can perform duties apolitically.	11/18/2020 1:18 PM
463	We need more street patrols to make sure there are no drunk and reckless drivers. We also need to be able to get to work and tend to our lives uninterrupted by all the hoopla.	11/18/2020 1:16 PM
464	I was victim of a drunk driving incident and had it not been for the police of patrol I am not sure if justice would have been served. Keep the police on the streets so we are safe.	11/18/2020 1:05 PM
465	Please help continuing serving the	11/18/2020 1:02 PM
466	More patrolling amongst the cities	11/18/2020 12:39 PM
467	Want to see more improvement with communities	11/18/2020 12:35 PM
468	The homeless are taking over our Lake Highlands neighborhood. This started happening as soon as Tent city Fair Park was demolished. It's now getting worse than ever before. they are stealing, knocking on doors, defecating on our lawns. This is priority one.	11/18/2020 12:30 PM
469	I just want my family and I to get to and from work in one piece. Put the police back on the streets.	11/18/2020 12:06 PM
470	This is all getting out of hand. Train the police to be fair and consistent and then lets get the rise in crime under control.	11/18/2020 12:00 PM
471	No.	11/18/2020 11:57 AM
472	Will the new chief be committed to weather the storm and stick around.	11/18/2020 11:52 AM
473	It would be nice to live in a world where I don't have to worry about getting home safe and my kids can enjoy themselves without being afraid of violent acts. Let the police do their job and invest in how they are trained.	11/18/2020 11:40 AM
474	Think outside of the box; consider feedback from all sides/angles; listen to the people that are living the crime nightmare in our city right now.	11/18/2020 11:26 AM
475	Be open minded but examine fully and deeply when considering candidates	11/18/2020 11:17 AM
476	Far East Dallas greatly benefited Immensely under David Kuncle's community policing "beet Cop" concept of the 1990's. The residents knew their officers, the Crime Watch movement was	11/18/2020 10:58 AM

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active. They came to all the community action meetings. I felt safe. Now there are crack heads invading a long term vacant house on my block. The Crime Watch is no longer active. There is street racing in the newly renovated Casa View Center, We hear gun shots almost every night. Loud cars. And neighbors the Casa View Facebook page express fear, break-ins, make jokes about the "hoodlums." Jokes about how calling police is useless are common. Statements about initiating deadly force are also common. This community up and down the Ferguson Road corridor has worked diligently for 20 years, creating two community initiated Strategic plans {FRI's and GCVA's) approved by the City of Dallas. Both have made a huge impact. We deserve a police force that will partner with us and protect our investment and sweat equity in this area of Dallas. Thank You.

477	1. The police chief can't be expected to solve all crime problems. 2. Allowing the \$750 theft exclusion encourages bad behavior that works against the chief (we grew up poor and my dad would not stand for such nonsense from my siblings let alone from so called leaders). 3. City should not allow the Chief to be finger pointed for those murders that he/she can't do a thing to prevent 4 "Meaningful action to trengthen police/community partner hip " appear to me to be extremely important selection criteria.	11/18/2020 10:58 AM
478	Increase police training and fund community relations and have them fight the rise in crime. we need safe streets without all the drama.	11/18/2020 10:53 AM
479	No	11/18/2020 10:36 AM
480	Experience with today's social problems.	11/18/2020 10:24 AM
481	Innovation. Policing today is beyond law enforcement. Consider novel ideas to 911 responses.	11/18/2020 10:00 AM
482	World class city growing deserves a world class police chief that can keep it safe and growing together!	11/18/2020 9:57 AM
483	We are horrified by the way our police officers have been treated this year. We value our police department HIGHLY. We do NOT want to communicate distrust in them. We do NOT want to reduce their authority. We want our police chief to focus on keeping us safe, NOT on messaging and optics. Please keep your attention on safety.	11/18/2020 9:35 AM
484	Enforce existing laws Stop violence and rioting	11/18/2020 9:33 AM
485	Good Luck....that's a tough assignment. I think maybe a chief that promotes all citizens talking and listening to each other would really help our divisiveness.	11/18/2020 9:25 AM
486	No	11/18/2020 9:16 AM
487	Is it to much to ask for basic safety in our communities? Increase the police patrols and give them the orientation they need to have a a respectable relationship with all the communities they serve.	11/18/2020 9:11 AM
488	Look at the past chief he hired and don't make the same mistake again.	11/18/2020 9:01 AM
489	A person of strong faith- Christian or Jewish- strong belief and faith in God.	11/18/2020 9:01 AM
490	Be courageous.	11/18/2020 8:57 AM
491	Dallas does not need to be responsive to a small group of progressive loud voices. Hire a chief that will protect and serve the citizens of Dallas.	11/18/2020 8:53 AM
492	Dallas requires a leader with morals set in stone.	11/18/2020 8:21 AM
493	Experience in a diverse urban area	11/18/2020 7:59 AM
494	Choose a candidate that can take on whatever new policing policies the Biden administration is likely to try to implement.	11/18/2020 7:36 AM
495	Please hire based on experience and track records, not based on political agendas. Please consider someone who is from at least Dallas/Texas and understands the community.	11/18/2020 6:41 AM
496	I can tell from the questions asked in this survey that the hiring process is setup for failure. Several of the questions failed to provide any responses that were of interest. The goal of a police department should be to reduce crime and to protect the tax payer. All the other feel good, political correctness need not apply. Police officers should treat everyone with decency and respect and I think for the most part Dallas Police officers do.	11/18/2020 6:22 AM

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497	Community input	11/18/2020 6:07 AM
498	not at this time	11/18/2020 5:40 AM
499	I think the next police chief should be one who has risen through the DPD ranks, and not someone from a different city. The next chief needs to have the respect of the rank and file officers of the DPD right out of the gate, and not someone who wants to "make their mark" by changing up everything. We have a great PD. We just need leadership and recruitment of more officers. Dallas doesn't have the problems that other major cities have. Let's keep it that way please. Thank you.	11/18/2020 5:38 AM
500	David Brown was an amazing chief because he invested in community policing and reduced crime to the lowest rates since I've lived in Dallas. He wasn't afraid of disciplining bad actors regardless of union backlash. Police should serve and protect the citizens who pay their salaries, not union interests. He was an articulate nerd that inspired trust and respect. Crime has gotten worse and worse since he left to the point where moving out of Dallas has become part of my five year plan. I'd feel safer with someone like David Brown at the helm again.	11/18/2020 12:48 AM
501	Diversity	11/17/2020 11:00 PM
502	Someone who fears God and respects authority over them.	11/17/2020 6:52 PM
503	I think the city manager should be fired as well because he brought in Chief Hall and he knew she didn't have any experience. Remember he let her gut the police department and demote experienced commanders for her own self gain so he she be fired too.	11/17/2020 6:48 PM
504	We need a strong leader that is respected by the rank and file police force. Abandon 'window dressing' hiring practices.	11/17/2020 6:40 PM
505	Believes in rewarding his Officer's for a job well done!	11/17/2020 6:11 PM
506	We in uptown have a big issue of loud music, bars not adhering to covid rules ( like bars being open!!). No one is enforcing masks etc	11/17/2020 6:04 PM
507	Hire from existing force. Don't incur a fee when someone who works there can do the job. Don't hire "first someone or other". Demoralizing to work where top jobs go to strangers to the City and current force. Reasonable salary—need a policeman, not a rockstar. Chief Hall disappeared for months and that was unacceptable and abusive to the people paying her salary. Allow a young officer to think he could someday move up the ranks and when he was qualified he could have fair consideration for the chief job.	11/17/2020 6:02 PM
508	Race or gender should not be a factor. Best candidate with the best experience and strategic plan to get Dallas respected so new business will continue to move here.	11/17/2020 5:58 PM
509	N/a	11/17/2020 5:57 PM
510	We need a crime fighter with experience in this area. Mayor, we need to stop catering to special groups.	11/17/2020 5:35 PM
511	Fairness and equality	11/17/2020 4:37 PM
512	to build or continue a content workplace for all under the chief and the chief	11/17/2020 4:09 PM
513	No	11/17/2020 4:05 PM
514	Consider that there are a lot of people who are praying for help and guidance for you in this search. We know this is a colossal job for one person. Don't worry about making people happy. Seek the best coach possible. We are at war with ourselves and don't even know who to be mad at. Don't listen to any criticism. Always know that you chose the best candidate from your pool of applicants.	11/17/2020 4:03 PM
515	I would like the City to consider hiring Carmen Best, who is the former Chief of Police of the Seattle Police Department, who resigned after the City implemented its Defund the Police budget cuts. She was a highly effective Chief of Police. She is highly educated and a very nice person.	11/17/2020 3:49 PM
516	Dallas deserves a chief that is willing to have public safety and fighting violent crime as the very top priorities.	11/17/2020 3:40 PM
517	Consider the candidates prior professional experience within a large, diverse and sprawling metro area that has a wide variety of demographics, sociologists-economic issues and our	11/17/2020 3:38 PM

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changing population. When my family doesn't feel safe in our neighborhood that many consider to be highly desirable and feels the need to bolt every door, including the garage on a daily basis and even when home - that's a major problem! It's time Dallas hires somebody who will understand the metro area, can improve crime prevention methods, improve community relations and trust and not feel that their job is to appease the Mayor, County Judge or City Council but will make decisions in the best interest of the people, not themselves or as an act of covering ones own backside.

518	DO NOT DEFUND THE POLICE. THEY DESERVE OUR RESPECT AND SUPPORT. REMOVE BAD POLICE AND PROMOTE THE GOOD ONES.	11/17/2020 3:26 PM
519	I think an increased presence in police patrols would help reduce crime. The police should be protecting and serving our community.	11/17/2020 2:47 PM
520	Just do what it takes to lower the crime and the corruption on the streets and inside the police force.	11/17/2020 2:32 PM
521	To protect the citizens of Dallas county and to view the citizens of Dallas county as the customers who deserve outstanding care.	11/17/2020 2:22 PM
522	I think it's time for an educated, experienced, bilingual Latino Chief of Police. Thank you.	11/17/2020 1:39 PM
523	Someone who is mature and will make decisions based upon merits, not status, community & media involved regardless of whom is involved.	11/17/2020 1:36 PM
524	Malik Aziz, who is currently a Dallas police officer, would do well in the position of chief.	11/17/2020 1:28 PM
525	I got robbed at gun point and the cop handling the case literally told me, robberies just happen and they can't do anything. City Manager, why do we need cops?	11/17/2020 1:05 PM
526	I just want to live in a world where my children can make it to and from school safely and securely. I would love to have a safe drive to and from work as well.	11/17/2020 12:44 PM
527	N/A	11/17/2020 12:29 PM
528	Consider the rapid increase in violent crime and get it under control. I just moved here and could not be more excited about it but safety is the #1 reason I would voluntarily leave Dallas County. Don't put politics over the well being of your community.	11/17/2020 12:21 PM
529	Someone that can stand up to the radical groups in dallas that confuse protesting and rioting.	11/17/2020 12:12 PM
530	Moral character	11/17/2020 11:45 AM
531	We need to clean up the streets create more businesses that's going to help small businesses	11/17/2020 11:40 AM
532	would like to steer away from para military force	11/17/2020 11:40 AM
533	I need to clean up the streets as far as homelessness	11/17/2020 11:38 AM
534	Honesty and integrity	11/17/2020 11:33 AM
535	Shows excellent Emergency crisis response	11/17/2020 11:24 AM
536	Select the best qualified chief for the job. Do not let the mayor, city council or officers tell you who to select.	11/17/2020 11:19 AM
537	I want and need to feel safe. Everyone does! I want to know the Police will deal fairly with the public, and their Chief will deal fairly with them. I want more Police on the street, rather than waiting somewhere where they are known to be waiting, so the bad guys know this and just avoid them	11/17/2020 11:17 AM
538	I've spent my life in Dallas and that's long time. Having seen how much crime increased under Hall's leadership...its time to try a different approach which don't allow riots to occur under their watch. There were areas downtown that were nearly destroyed over the summer!	11/17/2020 11:16 AM
539	A chief who doesn't promote just one race around him or her like this one that I see. Also one that meets the qualifications unlike the current Chief. I would like to know why the City Manger chose Chief Hall when she did not meet the hiring requirements.	11/17/2020 11:03 AM
540	Strong back ground in mental health support	11/17/2020 10:55 AM
541	no	11/17/2020 10:54 AM

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542	Dallas has struggled with an increase in violent crime all over the City in the past year. There needs to be a refocus towards community outreach and safety. The recent trend of reducing police presence in certain areas has only given refuge to criminals.	11/17/2020 10:39 AM
543	Authority that holds employees accountable for wrong actions.	11/17/2020 10:38 AM
544	Police need to be seen as Police and as part of the community, both are equally important. Neighborhood policing is important.	11/17/2020 10:38 AM
545	I want to see more Police on the street and in marked cars. I feel safer when I know the police are close	11/17/2020 10:29 AM
546	Values positive community relations.	11/17/2020 10:23 AM
547	We moved (2011) from Colleyville to Dallas (East Dallas area) looking to enjoy the culture, dining, and proximity of work & friends. What I've found is lawlessness. Inability to control small crime has led to major crime/violence. Mixed neighborhoods like mine will not report crime-though they abhor what is experienced. The City council does nothing. Mr. Manager - find a Chief who will create a pragmatic plan. Police presence on the street is deterrence and a builder of better city-wide relationships. The current state - I would not recommend moving to Dallas.	11/17/2020 10:21 AM
548	I want to see less violent crime. I think that street patrols are important to that so I'm hoping the next Chief of Police puts more Police Patrols out there	11/17/2020 10:09 AM
549	I just want to feel safe in my city. I'm not far from downtown in a nice neighborhood and every day there are shootings, robberies, street racing, etc. It feels less safe than when my family moved here 10 years ago. I want there to be real consequences for violent and dangerous behavior and to feel safe to let my teens leave the house without having to worry.	11/17/2020 10:07 AM
550	The Dallas Police department has a rich history although I no longer feel safe in Dallas. A small number of the community caters to criminals which in turn makes the community leaders feel as though the police are the problem. I believe you should bring a chief in there who will not be afraid to back their officers when they are doing right even if it is not "politically correct ". With this change peace officers would be more than happy to work for the city of Dallas. Put the city first not criminals	11/17/2020 9:57 AM
551	I want to feel safe in my home, work and on the streets. That's important to everyone!	11/17/2020 9:56 AM
552	I want to see more Street Patrols, neighborhood policing so people can see the police as people and a part of the neighborhood.	11/17/2020 9:41 AM
553	I would like to see a stronger police presence. It goes a long way to making crime harder to commit. It's a no-brainer.	11/17/2020 9:38 AM
554	Hire and pay a competitive salary	11/17/2020 9:34 AM
555	Safety is my first concern for me and my kids- that's all and it's not too much to ask for. We've allowed crime to go unaddressed for long enough. The crisis when the police chief and prosecutors have gone soft on us.	11/17/2020 9:28 AM
556	Choose someone that will be supported in their role and not someone who was chosen as a stand alone then not supported in Execution	11/17/2020 9:05 AM
557	No just please listen to what our Dallas community members are asking from you. Thanks!	11/17/2020 8:57 AM
558	I am happy to get some say in this, but this survey seems to just appease liberals and ignore the real concerns facing our community. This city has gone downhill faster than the football season	11/17/2020 8:45 AM
559	I expect the new Police Chief to be one that understands the importance of divesting from the police department for situations that involve mental health illnesses, addiction, and homelessness. I hope this police chief emphasizes the importance of NOT criminalizing under-resourced communities. I expect resources to be funneled to these problems and the police to not be over-policing Black and Brown neighborhoods. Let's make a community where police are not used for situations they cannot be useful. I also wan this Cheif to understand the history of racism in policing not just on a surface level, but on a deep level where they can make direct parallels and hold other police officers around the country accountable for their actions. I suggest asking how they would respond to different situations that have occurred in	11/17/2020 8:29 AM

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the last couple of months including but not limited to Ejaz Choudry, Walter Wallace Jr, Jacob Blake, Breonna Taylor, and Elijah Cummings. People with disabilities are 16x more likely to be killed by police. I need the Chief to understand this and fully do everything he can to ensure this does not occur in Dallas. The same goes for Transgender WOC. Please ensure that they are educated about the way the marginalized are impacted by the police presence. I do not support police unions because they undermine accountability within the force, so I hope the new Chief does not entertain them as well.

560	Find someone who will be able to withstand political pressure and focus on setting realistic goals for reducing violent crime and improving community relations and someone who demonstrates a commitment to staying with the city long term.	11/17/2020 8:24 AM
561	Aggressive, strategic, formidable, resourceful, yet gentle, empathetic, and intentionally & compassionately engaging!!!!	11/17/2020 8:20 AM
562	Your seat isn't safe if you dont do right.	11/17/2020 8:12 AM
563	My once had a police officer knock on my door at 2:00 a.m. I didn't open the door. I assume he was responding to a call I had placed in the afternoon, regarding a small car accident. What's up with that? One night at a restaurant, there was a physical altercation followed by gunshots. And a panic, me and my friends all dialed 911. Two hour surprise, we were greeted by an answering machine. What's up with that?	11/17/2020 8:11 AM
564	n/a	11/17/2020 8:08 AM
565	Needs an immediate plan to tackle the violent crime epidemic. We can't afford only long term strategies, we need an immediate impact before ordinary law abiding citizens desert the city in droves.	11/17/2020 8:04 AM
566	someone who values more training and resources to make our officers understand the order of importance for situations!	11/17/2020 8:01 AM
567	Stop picking a chief based on the color of skin	11/17/2020 7:57 AM
568	Abolish police unions and develop a citizen panel with authority to hold problem officers accountable.	11/17/2020 7:56 AM
569	DON'T ALLOW CRIME AND DISTROYING PROPERTY STOP IT THE MOMENT IT STARTS TO FORM. WE HAVE FREEDOM TOO AND IT IS PEACEFULL DEMONSTRATON. THE RIOTING MUST BE ENDED!	11/17/2020 7:52 AM
570	N/A	11/17/2020 7:19 AM
571	The most important thing is someone who is a true leader, someone that people respect and look up to. A person that is not there for their own political agenda and smeone with prior Chief experience in a large city. I have spoken to several DPD officers and asked this same question and they ALL say they want a strong leader! Best of luck to you in your search!	11/17/2020 7:06 AM
572	We're in trouble! Choose "THE Best" Problem Solver!!!!!!	11/17/2020 7:04 AM
573	Violent crime is higher in Dallas than any time I can remember in the last 10 years. I recently moved out of the immediate downtown area (Main Street) due to crime and homelessness. I no longer feel safe going to deep Ellum after 9 pm due to crime. Staff and police retention is a huge problem and the pension issue only makes it worse. You need someone who can retain police before they flee to Plano and get violent crime in check. Too many assaults and shootings have been happening in the last 6 months.	11/17/2020 7:03 AM
574	Consider Dallas' historically unbalanced delivery of services to communities in impoverished conditions and give heightened priority in those areas for immediate improvement, and be fair about it. Consider the amount of funding, in it's excessiveness be willing to allocate more funds towards positive community engagement rather than the normal with seems to be stand by and react to crime rather than prevention of the causes of criminal behaviors.	11/17/2020 6:58 AM
575	Man or Woman of integrity... I would like to see this person out of the politics and focused on building a strong, honest police force treating everyone the same... We need to give them freedom to do their job...	11/17/2020 6:52 AM
576	Dallas Police Department should be an active and vocal partner in transforming toxic police culture which damages community relations, particularly black communities; and in advocating	11/17/2020 6:40 AM

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for a transformation of how the City of Dallas approaches safety and security -- mental health, social and emotional learning, food security, poverty, housing, etc.

577	Please. Protect your citizens not the rioting criminals.	11/17/2020 6:31 AM
578	Please do not pick someone who has come from another city and has been known to have done a poor job there. Look among the ranks here. Is there someone who has stood out and has the want of this position. Please choose someone who has a track record of getting along with all men and women. What did his past coworkers think of him? You must know how he was thought of in his last job. We don't need anyone else's rejects no matter what his experience and how long he has been on the job. Please do your due diligence about the work he has accomplished. We appreciate you giving us the ability to give you our feedback. Thank you!	11/17/2020 6:27 AM
579	New City Management	11/17/2020 6:27 AM
580	The police chief must have strong leadership skills - meaning they must be able to earn the respect and trust of the people who work under them as well as the communities who the police serve. Integrity, Transparency, Pragmatism are important as well as cultivating innovative and effective strategic thinking for improving the well being and safety especially in traditionally underserved areas. Honestly it sound like a very challenging job and ultimately the person hired should have an ethic of public service.	11/17/2020 6:04 AM
581	Hire someone who has experience policing in a city that has similar demographics as Dallas and is close in size/larger in size as Dallas.	11/17/2020 5:51 AM
582	Someone with a proven track record in reducing crime, high morals,	11/17/2020 5:48 AM
583	Stop pandering to media	11/17/2020 4:41 AM
584	Dallas policing needs to change. We need to adopt better practices in the way we handle nonviolent "crimes". Dallas police should not be handled mental health issues by showing up with officers with guns. We seriously need to overhaul the way we police and DPD needs to start listening to the community at large. TC, you came to CitySquare when you were first hired and promised you would listen to the peopl. You have not lived up to that agreement! You see our community suffering at the hands of police. Now is the time to be bold and make changes that better the whole community. Not just rich, suburbia living individuals disconnected from the reality of poverty, mental illness and so many more issues the Dallas community is faced with. And if you want to tryly listen to peopl, this survey needs to have an "other" free response option.	11/17/2020 4:28 AM
585	Our community needs a good person to bring our city together and ensure that we are safe.	11/17/2020 4:28 AM
586	Looking for a leader in the community who will keep our city safe and bring positive energy.	11/17/2020 4:24 AM
587	Please help reduce street violence	11/17/2020 4:19 AM
588	Many Dallas officers are lazy and Rude. They treat people horribly. Whoever is chief needs to recruit officers who want to do a job of public service.	11/17/2020 4:01 AM
589	Hoping for a safe and happy Dallas!	11/17/2020 3:59 AM
590	No	11/17/2020 3:04 AM
591	The highest priority should be to clean up the police department before and during this appointment, or a purge of bad cops in order to make sure this is a complete reset.	11/17/2020 2:49 AM
592	I would like the new Chief of Police to be aware of the social climate that is between the police and the community and work hard to improve the stigma that has been set, accountability and fairness across the board and to create trust in areas where it is needed most to reduce violent crimes.	11/16/2020 11:27 PM
593	Please honor your oath and respect the rights of citizens.	11/16/2020 11:23 PM
594	I would like a police chief who is in favor of adopting the policies listed in the 8 Can't Wait campaign.	11/16/2020 10:18 PM
595	Yes, I would like to add the the most concern with the hiring of the new police chief would be accountability. Making sure people rights are respected, during the protest in May, I was	11/16/2020 10:13 PM

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coming home from work and was shot accidentally by a rubber bullet by a riot officer aiming at someone else. This is not acceptable.

596	Recognize that the police are not the answer to every problem. Therefore their Chief should not be expected to have all answers to all problems. They are primarily law enforcers, hence "law enforcement". We owe them first-rate training in the use of the "carrot" first and foremost, but, we all live in the real world, so they have to be able and willing to use the "stick" as a last resort. Fundamentally, they can only deal with the symptom, i.e., criminal behavior. The causes lie elsewhere.	11/16/2020 9:52 PM
597	Leave race and gender out of the mix and hire someone who is qualified.	11/16/2020 9:52 PM
598	Consider a chief who reflects the community	11/16/2020 9:44 PM
599	Please hire someone born and/or raised in Dallas, especially someone who TRULY knows every area of the city and it's citizens. Being familiar with the people of each neighborhood and how to socially interact with the public is important and can make an incredible difference.	11/16/2020 9:43 PM
600	Look inside the department instead of hiring someone not knowable of Dallas history and problems. Spending all that money on looking outside is not that needed. We need someone who stays with the department unlike the current one.	11/16/2020 9:07 PM
601	Keeping our community safe and being more involved community	11/16/2020 8:48 PM
602	No	11/16/2020 8:48 PM
603	This person must have awareness of & education on cultural diversity, AND require & implement training & education of that for ALL STAFF, & REINFORCE IT. Must emphasize, develop, communicate with & support greater partnership with communities & crime watch groups to enhance police/community relationships & PREVENT crime. Must implement and maintain transparency.	11/16/2020 8:36 PM
604	Na	11/16/2020 8:30 PM
605	Please consider the lives of Black people that will be impacted by this appointment.	11/16/2020 8:25 PM
606	Pick the best person for the job who will consider the value of building a safe environment for tax payers and business.	11/16/2020 8:18 PM
607	Please give our officers the backing they need to do their jobs. BLM shouldn't be dictating how a police officer reacts. That being said, it doesn't mean be trigger happy. The vast majority of our officers are great but they need to be able to do their jobs without thinking twice. Criminals understand the stress our officers are in and are taking advantage. The VAST majority of our city supports the police department. We just don't show it because don't gather like the few protesters do. As a matter of fact the large number of folks who didn't protest/loot shows that we back our officers.	11/16/2020 7:59 PM
608	No	11/16/2020 7:55 PM
609	If the issue of "defund the police" comes up again, we need clarity and honesty as to what exactly that entails. The people of Dallas also needs to understand that "defund the police" is not a euphemism for attempts to abolish police. (Look at Minneapolis or Seattle to see what has happened.)	11/16/2020 7:49 PM
610	Demilitarize	11/16/2020 7:48 PM
611	The chief should be supported in holding officers accountable, even when that leads the police union to get angry.	11/16/2020 7:43 PM
612	Please select a chief that will spend the money required to make Dallas a safe city and expand the police force and hire and retain the best officers.	11/16/2020 7:40 PM
613	The police chief must believe that systemic racism is real and works to undo that within the realm of policing.	11/16/2020 7:38 PM
614	We appreciate your efforts to get feedback from the community! We have an active young family and I worry most about an increase in crime, including activities surrounding street racing. We live near Mockingbird Lane and often hear racing cars. There was an even the death of an off duty officer due to Sunday afternoon racing. It's a threat to the safety of all communities. We would love for this to be addressed. Thank you.	11/16/2020 7:37 PM

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615	Community input	11/16/2020 7:23 PM
616	Please, I just want to stop hearing about somebody getting shot in Uptown every other weekend.	11/16/2020 6:33 PM
617	We need the police and I do not want to live in a community that does not support the police. I think the chief should be a man.	11/16/2020 6:32 PM
618	The Britannica states the following: Police, body of officers representing the civil authority of government. Police typically are responsible for maintaining public order and safety, enforcing the law, and preventing, detecting, and investigating criminal activities. These functions are known as policing. Police, body of officers representing the civil authority of government. Police typically are responsible for maintaining public order and safety, enforcing the law, and preventing, detecting, and investigating criminal activities. These functions are known as policing. Most tax paying citizens are looking for this.	11/16/2020 6:13 PM
619	Honest and open. Must be good at reducing crime, managing the police force.	11/16/2020 6:12 PM
620	Yes, I think it would be helpful if the new Police Chief had experience with keeping quality employees and a plan for getting rid of employees who do not benefit the city.	11/16/2020 5:51 PM
621	Please consider someone like Art Acevedo who builds trust with the community and participates with local grassroots organizations like Moms Demand Action Dallas and For Oak Cliff.	11/16/2020 5:49 PM
622	Find the best candidate for the job, not the candidate that "checks" the most boxes.	11/16/2020 5:42 PM
623	Pick someone who is worthy of the job and that him/her will go the extra mile for the people!	11/16/2020 5:29 PM
624	Hire someone who will work for the citizens and the officers. Not someone to window dress and who is understanding of the officers concerns and the public concerns. AND DONT DEFUND these officers are you will never find a Chief who respects the one's above him/ her and we will be looking for another new Chief in 2 years	11/16/2020 5:11 PM
625	make sure to not jump the gun (pun not intended) to ask what's wrong before going to the extreme, sometimes people are just in a foul mood. we have our day.	11/16/2020 5:11 PM
626	Just keep an open mind and represent the city of Dallas in a good way.	11/16/2020 5:06 PM
627	Use best judgement when selecting candidates. The appointed individual should understand where we are as a society and where we need to be. Violent crime is elevated in Dallas and racial bias is at a all time high. The chief needs to be a bridge builder between the community and law enforcement. Stem but understanding not lacking empathy and must have the ability to lead justly. In my personal opinion the candidate should be a God fearing man/woman with a solid resume in policing and leadership. Good luck in the search!	11/16/2020 4:45 PM
628	For God's sake, choose a responsible and goal-oriented police chief who will actually use their resources to reduce all crime (especially violent crime), and increase the trust that the community has in the police.	11/16/2020 4:28 PM
629	The problem is not who the Chief is but the people who oversee the Chief because they have no spine. We need leaders who have [REDACTED] and aren't paralyzed to make a decision because of the potential backlash from minority communities. You can't expect to solve this problem by seeking input from the community because our communities are the problem. Please be relentless and tough on all violent crime, end of story. Who gives a [REDACTED] if a chief can handle the media and protesters? If you can't be tough on violent crime all the time, then there's no point to society. You are leaving all of us exposed and in danger because you are too afraid of the mob in minority communities.	11/16/2020 4:24 PM
630	Make sure the policies change from over arresting, and over policing, black people. Make sure police stop using guns against black men who have knives which doesn't compare to a gun. Make sure police are in good physical condition so they can run and catch the suspect, rather than killing him in the back. Change from the Klu Klux Klan policing to the modern day policing. After all black citizens pay the police through our tax dollars. We should be respected just like white citizens when the police comes out. We are not the police's children, we are adults, no matter how we act when the police stop us. We are tired of being harassed, disrespected, and violently attacked, and killed when the white police stop. This is a new day. Slavery is no more. Police need ongoing continuing training. KEEP THEIR BODY CAMERAS ON AT all times. Over the years, police have been killing black men, women and children with	11/16/2020 4:20 PM

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out the deceased stories being told. We are tired of police lies about what happened to a black person walking down the street, and ended up being killed by police. Police need to stop harassing black people who are poor, on drugs, or alcohol walking down the street trying to get home, unless they are taking them home or to the hospital. The White Police Harassment against black people need to change. Please stop knocking black fold doors down while they are sleeping, or awake. If you need to arrest them, wait until you catch them out and about. We work hard for our homes. We have families who don't want to see us dead in our beds, shot by bully police over simple drugs that they probably brought into our community any. There are too many police in this city, state and country, that only harass people because they have nothing else to do. Cut the staff, and put those to work rather than sitting up driving around in the police cars looking for black people to harass and start a fight with. Police are paid by police to come help when called. Not to stop people on foot, and scare them up. We deserve to walk our neighborhoods. We should be treated with dignity and respect. Cut the budget, reframe, rearrange, and come up with a police department that treats poor people equally as they treat the rich. After all poor pay taxes too.

631	Someone who cares about their staff and promotes their safety and well-being while balancing those same priorities of the community.	11/16/2020 4:15 PM
632	While a police chief with experience is ideal, an applicant with the right background can also make for a great police chief. There is no bias and the inexperienced chief can be molded to fit this position. While a police chief is very important, the supporting roles underneath should help in areas where the police chief is inexperienced, these individuals can bring knowledge and together all areas can help bridge gaps where lack of knowledge or experience is an issue.	11/16/2020 3:52 PM
633	Maybe let someone else have a hand in picking the new Chief of Police.	11/16/2020 3:48 PM
634	It's time we're honest about finding someone who's willing to step into the role and be understanding but not afraid to have a backbone! We are dealing with crime on a large scale. We are at war so the time for being politically correct needs to take a back seat to the problem and solution at hand!	11/16/2020 3:43 PM
635	Values diversity and positive community relations.	11/16/2020 3:41 PM
636	Someone with a vast history dedication of being productive for the community.	11/16/2020 3:38 PM
637	Hire the most qualified candidate with a track record of reducing violent crime.	11/16/2020 3:33 PM
638	I do not believe the City Manager should be the authority to hire someone to fill this position. I don't think he has the knowledge or experience required to make this decision. Georgia King	11/16/2020 3:29 PM
639	This city needs a man as police chief who is hard on crime, under a women police chief crime rates are out of control and under a women attorney general. This crime is a disgrace to this beautiful city, my children have the right to live, and they have the right to go outside without fear of being shot. Our children have the right not to be used in sex trafficking, sex trafficking and prostitution rates have sky rocketed. This is unacceptable and needs to be addressed with shift force. Dallas has to do better, and set the standard for the entire US on how to reduce crime. The 911 dispatch call center is a joke, often putting people on hold or not sending any officers. When officers are sent out it often hours after the crime has happened. This entire police department is a disgrace of what it once was	11/16/2020 3:25 PM
640	Let whoever you hire do their job. Do not under-cut them.	11/16/2020 3:23 PM
641	Shows prior knowledge of critical thinking and has a history of protecting the community	11/16/2020 3:20 PM
642	Showing non bias traits and is a trusty worthy person of authority.	11/16/2020 3:17 PM
643	Showing knowledge of trustworthy attributes	11/16/2020 3:15 PM
644	As a retired Human Resources Manager, please hire the most qualified candidate for this position based on the required competencies (knowledge, skills and abilities). Be sure to have a good recruitment plan in place and develop good interview questions to elicit the candidates prior experience. Use behavioral interview questions that ask about prior experience: "Tell me about a time when you had to admit you made a mistake" or "Tell me about a time when you had to terminate someone." Don't hire anyone for any other reason except that they are the most qualified person for the job. Talk to as many people who know them--get references from them, but try to talk to others who know them, too. Ask for work samples; consider asking them to demonstrate something, etc. Spend a lot of time with the candidates; the interviewers should not be doing all of the talking.	11/16/2020 3:05 PM

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645	Stop picking chiefs on the basis of skin color and start picking people who will help this city. Take a look back over the last 15 years to see how this has worked out. Get someone QUALIFIED who knows DALLAS	11/16/2020 3:02 PM
646	Focus on hiring the BEST person not a color or gender.	11/16/2020 2:59 PM
647	Don't make another PC hire. Make sure the new Chief can carry a weapon and wear the uniform from day 1. Hope the odds are in your favor to select a good one next time.	11/16/2020 2:57 PM
648	Please value qualified, applicable background, proven track record and experienced big-city leadership above all.	11/16/2020 2:48 PM
649	That he or she is not in any way affiliated with Black Lives Matter or antifa groups	11/16/2020 2:47 PM
650	Promote from within. Good for moral and chief will know the city. We need a chief who will protect people and property. A strong fully staffed department before people start fleeing Dallas and property values crash. Some parts of West Dallas are turning into complete lawlessness with frequent gunfire. Let the chief do their job without the political interface.	11/16/2020 2:40 PM
651	Accountability	11/16/2020 2:36 PM
652	I want to see violent criminals taken off of our streets. I want zero tolerance for drug related violent crimes. I want zero tolerance for violent gangs. I want the thugs and violent gang members to know that Dallas is tough on crime. I want the violence out of our poorer communities. Bring in the National Guard if need be . We need to do more to give our police to get rid of the violent gangs in our city.	11/16/2020 2:34 PM
653	N/A .	11/16/2020 2:23 PM
654	Ability to effectively communicate with the citizens of Dallas. Hold police department and citizens accountable for meaningful change in the city. Trustworthy and honest. Innovative thinker. Ability to see the most urgent needs within the city and address those immediately.	11/16/2020 2:08 PM
655	NA	11/16/2020 2:07 PM
656	Someone who can work with the DA, and develop a structure for prosecuting and not excusing crimes.	11/16/2020 2:04 PM
657	Dallas is a great city. Let's get it cleaned up of crime and violence. A strong Chief of Police can make that happen and not mistreat its citizens. God bless!!	11/16/2020 2:01 PM
658	I believe that the police chief should be open-minded and willing to listen to all sides of an issue. He or she must be willing to acknowledge when they may have made a mistake, ask for forgiveness if needed and continue to move forward with hope.	11/16/2020 1:51 PM
659	Deputy Chief of Police Reuben Ramirez I believe would be the best fit.	11/16/2020 1:50 PM
660	No	11/16/2020 1:38 PM
661	It has been rumored that there is a force within the force in the police department, and that force within is what is giving the whole force a bad name. Please look into this and hire someone that is strong enough to break it up!	11/16/2020 1:25 PM
662	The fact that neighborhoods have become more diverse and officers are recognizing the communities as far as the outcomes	11/16/2020 1:24 PM
663	We need effective police chief focused on three things; reducing crime, community involvement, policing to get community support, and transparency. If we value these aspects, we won't need to worry about the other aspects - bad apples will be dealt with, etc.	11/16/2020 1:09 PM
664	Hire the best candidate available. Don't hire based on race, sex, color of skin, etc.	11/16/2020 1:07 PM
665	Pick the right person for the job with the most qualifications and don't worry about them "looking" the part.	11/16/2020 1:03 PM
666	We need a Chief that recognize the need to change the way Police are trained, with more focus on serving the public and alternatives to the use of force to solve problems.	11/16/2020 12:59 PM
667	Takes firm response to vandalism and looting when peaceful protests become disorderly.	11/16/2020 12:41 PM
668	The importance of working WITH the police chief and DPD instead of working against both the	11/16/2020 12:39 PM

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	police and the community.	
669	An individual with appropriate experience to deal with the diversity of the City of Dallas.	11/16/2020 12:37 PM
670	Evidence of success, ability to listen, work cooperatively and problem solve .	11/16/2020 12:30 PM
671	Homelessness is not a policing problem. We should enforce or create codes and ordinances that mitigates this problem. Policing should focus on crime and crime reduction in the community. Police pay should be comparable to surrounding municipalities. More accountability from businesses, apartments, motels etc. for their own security cost. Beef up code enforcement. Partner with other law enforcement agencies to run joint operations target high crime areas. Last incentivize officers to want to live where they work. You cant understand community if you dont live in it. Build affordable housing for officers in Dallas.	11/16/2020 12:24 PM
672	I would like to see more officers hired asap. I would like to see a chief hired from within DPD. I feel we should support our PD. I don't care what race, sex, religion or sexual orientation of the new Chief but I do care about getting the best. The focus should be how to keep Dallas safe. It's heartbreaking to see so many people losing their lives to needless violence.	11/16/2020 12:17 PM
673	Knowledge of the unique issues and history of Dallas. But they must not be from Dallas. Also, someone who can deal with a mayor and some council who outwardly work against him/her.	11/16/2020 12:16 PM
674	I want to feel safe in my city- most the people I know feel the same way regardless of where they are from. Letting criminals commit crimes only leads to more crime! If we let our guard down, criminals feel emboldened when the police chief and prosecutors stop taking crime seriously.	11/16/2020 12:15 PM
675	A diverse team	11/16/2020 12:10 PM
676	When I worked with Chief Brown it was apparent then and now that we have community access Peace Keepers not policing to understand the diversity of each community. A center in each community area and bicycle patrols that acquaint themselves personally with its activities is essential. They can also sponsor activities such as mural projects in and out of the schools that keep youth to seniors involved. These centers could help manage any social problems that go beyond normal peace keeping routines and have a separate interface with them so those issues don't erupt into a confrontation. Finally please involve experienced people to be active in these centers like artists, musicians, and educators of any subject.	11/16/2020 11:56 AM
677	Police departments to get more involved in street affairs festivals and other positive activities. No your communities better	11/16/2020 11:50 AM
678	More after school programs considering for our children	11/16/2020 11:48 AM
679	I have lived in China ,PRC, for the past 21 years. My encounters with police there have always been cordial, but never jovial. My " thank you's" elicited " It is my duty". One extreme that I observed was in the level of responsibility within the police force. They range from the "shooters" to the crossing guards. A brief example of this layering is this. I pointed out to a group of 3 policemen that a man was beating a woman on the road just out of their sight. Through a translator I was told they knew but as they were traffic police they had no authority to intervene. This system was verified by a police friend of mine. My point is that our police are overburdened with matters that require less knowledge than the training they receive produces. Dallas' community building process may be enhanced if there were something similar to this. This is not a recommendation to imitate but rather to consider the strengthening of the peace keeping aspect of the police duties. Thank you.	11/16/2020 11:47 AM
680	Dallas is struggling with a crime wave. There needs to be a refocus towards community safety. The recent trend of reducing police presence in communities leads to lawlessness; less officer patrols leads to more criminal activity.	11/16/2020 11:44 AM
681	Please don't select the next Police Chief in a vaccum. Please include others in the decision and above all, be transparent. This Police Chief has to be someone that the officers can relate to and follow. Without that, you end up with another Ms. Hall and how did that work for you?	11/16/2020 11:41 AM
682	Do not rush to find the right choice.	11/16/2020 11:38 AM
683	Think about the last police chief you hired. Now, do the opposite.	11/16/2020 11:29 AM
684	Yes, I think that the city manager should consider selecting a new chief of police who can take the reins of the department and hit the ground running. We, the city of Dallas, don't the luxury	11/16/2020 11:19 AM

## City of Dallas | Community Input Survey - Chief of Police

of time for a learning the department and the culture of the department. Crime is increasing and people are not feeling safe. Our police officers deserve a "leader", someone who supports and guides the officers in both good and difficult times. The community members deserves to be briefed on a clear plan to fight crime. Whoever is selected also needs to have an internal and external team around that can support them through this transition.

685	Wisdom outweighs experience. We need new ideas to help solve of the toughest issues where we live. Street racing is spreading and people continue to think they can shoot guns randomly whenever they want. There has to be technology out there which can aid our officers in tracking down and holding those who break the law accountable. We cannot accept our officers having to turn a blind-eye to some crimes because of a lack of human resources. Technology should be embraced as a bridge to support our officers.	11/16/2020 11:17 AM
686	The City Manager should consider what the population of Dallas looks like.	11/16/2020 11:15 AM
687	I believe it would be important to consider a chief with prior police chief and army or marine officer experience. It is essential that we find someone who has handled numerous amounts of people/forces with diverse, strategic planning along with impeccable people skills.	11/16/2020 10:46 AM
688	All the questions that were ask, are important for Dallas to become a better city. It would be great if Dallas was known as the best place to live because of less crime etc in the US. We can do it with the right people in charge.	11/16/2020 10:32 AM
689	It would smart to not consider anyone at all like the last police chief. That was one of the biggest disasters I have ever seen in all my years here in Dallas.	11/16/2020 10:31 AM
690	I would like for him to consider asking the new Police Chief to make professional counseling services mandatory for all law enforcement officers. I don't know if it needs to be monthly or more often that that (anything is better than nothing), but police officers need to be able to decompress and express their feelings regarding what they see and hear at work. It should be mandatory so that there is no potential for other officers to make fun of officers attending counseling. I am a wife of a Dallas police officer, and I believe that officers need to be able to work through the tough things that they see at work. Some officers may never, ever process the difficult things they see and do in a healthy manner, and trained professionals can help with this.	11/16/2020 10:22 AM
691	Honestly, I prefer someone from our Dallas police force. Someone who can walk in and know the difference between the challenges and needs for Pleasant Grove, White Rock area, South Dallas and North Dallas on day one. Also, I believe that Mr. Brodnax (City Manager) did a lousy job with the last hire. The City Manager needs to have a very good committee of Dallas leaders assist him with choosing the next Police Chief. The City Manager is also too concerned - too focused - in the cost associated with hiring additional police. This city is undermanned right now - needs to stop reviewing the numbers, tax the city and hire more police. Right NOW, I am paying taxes and the roads are lousy and if I call the police there is a waiting period. The roads I can wait on but not the police. So just raise the taxes and HIRE more police so the Chief can deploy the manpower to sectors that need the help. This is a great City - have lived here all my life - 67 years and 11 months. I have only felt unsafe the past two years.	11/16/2020 10:20 AM
692	Please choose the best qualified candidate for the position. That should be the most defining criteria used.	11/16/2020 10:18 AM
693	Dallas has really struggled lately with an increase in violent crime. There needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.	11/16/2020 10:16 AM
694	No	11/16/2020 10:14 AM
695	Not to hire to fit a liberal narrative. Hire someone who will lower crime.	11/16/2020 10:12 AM
696	yes, input from mayor and city council.	11/16/2020 10:05 AM
697	Help the homeless and let poor people get free health care and counseling	11/16/2020 10:05 AM
698	Hire locally or within Texas.	11/16/2020 10:02 AM
699	Level-headed & a problem-solver. Violent crime is on the rise and it's terrifying. Need someone willing to bring solutions to the table.	11/16/2020 9:50 AM

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700	I do not trust the city manager to make a valued pick	11/16/2020 9:50 AM
701	We don't trust the police force. Make a choice that will fix that problem so the community will be on board as allies. Escalation of military equipment is not helpful. You're going to have to address what was done to peaceful protesters recently. Find a way for people to feel their voices are heard. Hold people accountable, your current diversity training is either not universal enough or not working, either way that is critical to fix. Make allies in minority communities instead of enemies for once. The first thing to go when budget/personnel is short is our neighborhood watch liason; that is the opposite of how it should be, and you're paying the price on the streets.	11/16/2020 9:50 AM
702	Important to understand the unique history and problems of Dallas.	11/16/2020 9:43 AM
703	Please note the failure of cities like Minneapolis and Seattle where defunding the police has failed and is continuing to worsen. Don't let Dallas become Detroit.	11/16/2020 9:30 AM
704	City Manager - Please hire a police chief who is a people person, a person who has a love for all peoples, who has a track record of fairness and good integrity. Hire someone who is not just working for a paycheck but is someone who truly cares for the lives of people in a big city such as Dallas.	11/16/2020 9:24 AM
705	Police chief should be focused on improved training including deescalation and mental health issues.	11/16/2020 9:19 AM
706	The new chief needs to be A Chief, a top police officer without politics in the mix.	11/16/2020 9:16 AM
707	I will tell you who I do not trust - it is the City Manager!! He picked the last chief! She held meetings in her office for over a year with radical groups who want to destroy this city. The city manager needs to be fired first and then maybe qe can have a police chief who will insure the safety of every citizen in every neighborhood. Defunding the police? Seriously?We are sick and tired of the race issue. We are all citizens who need to be protected.	11/16/2020 9:14 AM
708	TJ is responsible for hiring a chief who understands the historical significance that racism has had on the Dallas community and should have a multi-stepped plan to address this.	11/16/2020 9:12 AM
709	We need a hero and not a bible thumping proud boy self praising bigot	11/16/2020 9:08 AM
710	Seek a person who has an ability to pause and reach out for more ideas to help the community. Police should protect and serve, not create fear in their relationships with the community.	11/16/2020 9:07 AM
711	Don't hire someone based solely off of him/her being from the same state. Hire someone who can and will get the job done. Let's cut out the "I wash your back;you wash mine."	11/16/2020 9:06 AM
712	Need to hire a police chief that has heavy experience in working in a large metropolitan city like Dallas. That can readily handle reducing violent crime and has a plan to reduce violent crime in Dallas from day one on the job. We DON'T need a beginner/new person on the block. Our current chief was supposed to have had this experience and she was not the person we needed. Now we're years down the road and in a worst spot. Please choose carefully and hire someone that can start improving things on Day One.	11/16/2020 9:03 AM
713	Realize the "divide" between and northern Dallas and southern Dallas and make every effort to be equitable in attitude and resources.	11/16/2020 9:01 AM
714	Willingness to use evidence based solutions to gun violence	11/16/2020 8:57 AM
715	Please make sure they are not a puppet and they want to actually make a difference.	11/16/2020 8:54 AM
716	I personally think that the Police Chief is a reflection of the Mayor and other connected city officials. If the other officials are not very responsive I don't believe you can expect the Police Chief to be. The fact that Dallas has multiple police associations is clear evidence that the Good Old Boy system is still clearly a problem in our city. I am saddened that our lack of transparency is so evident. I hate that Chief Hall is leaving but I don't believe that Dallas police officers have had her back, especially Mata. The crime that is happening in our city now is not reflective of the Chief as much as it is the officers behind her laying down because they don't like her position and they want a fall guy. Please hire a Chief that will connect with the community and help to quietly expose the discrimination and inconsistencies within our police department and city. Also, please hire officers and a Chief who show their first commitment by	11/16/2020 8:51 AM

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living in the areas they patrol. Don't have people who are not invested in the community policing an area they don't care about.

717	Many people are moving to the Dallas area. If the crime, police force, or police actions in Dallas proper are perceived as "bad" or "not sufficient", those people will move to other areas outside of Dallas...Plano, Frisco, etc. Same with businesses moving here. Dallas needs to be a safe city to maintain it's competitiveness regionally and nationally. This is a very important issue for all.	11/16/2020 8:48 AM
718	Need to focus on better policing and providing more not less resources to the department. Crime is becoming a huge issue.	11/16/2020 8:46 AM
719	We need a police chief in the mold of Art Acevedo in Houston. He engages with the community, and he shows up and participates in peaceful protests. He has built community trust and has worked with grassroots organizations, like Moms Demand Action for Gun Sense in America.	11/16/2020 8:42 AM
720	Yes, please ensure that hired chief has plans to reduce violent crime in the city. That should be a top priority! Please ensure that the chief believes in community policing and offers alternatives to folks who break petty laws. For instance, officers help a public inebriated person find a safe ride home, instead of arresting them. Officers drop off homeless panhandlers to a shelter, instead of arresting them. Please ensure that the chief has a desire to implement programs to support "at-risk" youth.	11/16/2020 8:27 AM
721	I am distraught every time I read where the police have killed a mentally disturbed person, such as the killing of Tom Klessig in University Park. We need a new system for dealing with the mentally ill that includes experts on the issue. It's inhumane to kill people because they're having a breakdown.	11/16/2020 8:26 AM
722	Not everything is black and white. Find someone who uses critical thinking skills and understands the long-term/big picture.	11/16/2020 8:22 AM
723	Experience is great but please screen for character and integrity. Someone who displays humility will be willing to learn from others regardless of rank and they can learn the needed skills to do the job well even if extended experience is limited.	11/16/2020 8:21 AM
724	Create consensus around this important decision	11/16/2020 8:19 AM
725	Dallas needs a lot of things but given that there were 10 more shootings (5 fatalities) this weekend and we've already surpassed 2019 which was already a record year for homicides, the violent crime needs to be addressed NOW, not in 6 months or a year, etc. I agree with adding necessary support in the form of social workers, community centers, neighborhood services, etc., but that's a long term plan that will only pay off down the road. Having that (and not expecting the police to be mental health counselors, domestic violence experts, CPS and everything else in addition to being law enforcement/first responders) will enable us to build a stronger foundation for our houses going forward but right know, the houses are on fire and what we need immediately is a firetruck not a plan for how to build better housing. Any reallocation of police funds is not going to help with the immediate problem that we are facing right now. We need someone who is a strong, proven leader and is going to support the officers we already have and enable them to do their jobs. As we've seen in the past coming in and making poor decisions like disbanding vice units without taking the time to truly understanding the issues and why we have/had them undermines officer and department morale and sends a message to perpetrators that they can do whatever they want. We need to be more attractive to possible recruits and not just be a training city for them so they can then just go somewhere else where they're truly appreciated. IMHO, we too often "let the tail wag the dog" and too many people don't want the police in their neighborhoods until they need them and then they ask why the police weren't there. The citizens and neighborhoods shouldn't be telling the police how to do their jobs, where they can police, what they can/can't do, etc. I saw the same thing when I was in Baltimore and once you're viewed as a city that undermines your police force, it's not something you can repair quickly, if ever. While some of our City Council supports our police, some don't and that sends the wrong message to everyone. I'm all for oversight, standards and fairness but we all need to let the police and new police chief do their jobs and not have those who have ZERO experience with law enforcement dictate how they are to do their jobs. Everything and everyone has become too overly politicized. Personally, I think former Chief David Brown was a great police chief who also unfortunately had the crap beaten out of him by some of our city leaders and council for much of his time here. IMO, Ben Click (who I knew through my work with and his support of Big Brothers/Big Sisters) was also a	11/16/2020 8:12 AM

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great police chief. While we need a great, new police chief, we should be able to hire the best person for the job whether or not that is a white man or a black woman. Race and gender shouldn't matter. Their track record and ability to do the job does. But so does everyone at a city level supporting them.

726	New chief to be based on experience: May be black, white or brown, who cares! Inside the dept. or outside person. City mgr. needs to listen to our Mayor, please?	11/16/2020 8:08 AM
727	It should preferably be a local police officer who knows the dynamics in our Dallas communities.	11/16/2020 8:05 AM
728	Let the city council, mayor have a greater input I am disappointed in the city manager	11/16/2020 7:58 AM
729	Someone who wants to stay more than a few years	11/16/2020 7:57 AM
730	He should not hire someone without the approval of the Mayor.	11/16/2020 7:49 AM
731	Defunding DPD	11/16/2020 7:47 AM
732	Since we are already on a very high number of murders in the city, the first priority should be to bring down those numbers and secured our city.	11/16/2020 7:45 AM
733	I would like the City Manager to hire a Chief of Police who won't be swayed by citizens calling for our invaluable police department to be defunded or have the budget cut in any way.	11/16/2020 7:37 AM
734	1) Please please hire someone who has already passed the Texas certification exam so that person is not the chief of police as a civilian for 5 months (!)--that whole scenario was embarrassing for a city as prominent as Dallas and made us look unprepared--please don't do that again. 2) Hire someone who is going to work effectively, energetically, enthusiastically with the RIGHT care team from Parkland. I worked as a primary care doctor for Parkland for almost 5 years in South Dallas--this is an important program to continue to develop as a service to our community. 3) Hire someone who will be able to work with the Dallas Police Association and at the same time hold officers accountable and advance innovative policing practices.	11/16/2020 7:37 AM
735	Policing is evolving and has not been perfect. We don't have to continue to do something because "it is the way it has always been done." Please consider the black and brown voices that have been sharing their pain and experiences. We need someone who understands, respects and can appropriately respond to their struggle along with the community's current needs.	11/16/2020 7:33 AM
736	Hire a chief that (1) supports his officers and (2) makes it his primary objective to reduce violent crime as much as possible.	11/16/2020 7:29 AM
737	We need to improve our police workforce retention. Seems we are losing more to attrition due to being non competitive to higher paying law enforcement oppourtunities in surronding areas.	11/16/2020 7:29 AM
738	Keep politics out of the decision.	11/16/2020 7:28 AM
739	The next police chief of the city of Dallas must foster an environment of confidence from the police ranks, and high employee morale. Without the trust of the offices hitting the pavement everyday it'll be a constant uphill battle every day to get anything done. Also, the next police Chief must understand the intricacies of our city, as well as the diverse and unique neighborhoods throughout the city and understand how the are entwined with one another. Their is no one size fits all approach when policing a city as large ad Dallas. That is why I highly recommend hiring from within an office who truly understands our city.	11/16/2020 7:26 AM
740	Pick someone that grew up in Dallas.	11/16/2020 7:23 AM
741	Please just make sure they know what they're doing, and that they care about us, not just the prestige of the job. The DPD can do great things under good leadership, I trust them and want others to, as well.	11/16/2020 7:18 AM
742	Chief should have experience as a call answering, arrest making police officer. Don't want someone who was a clerk with a gun and promoted into various non enforcement positions. We need a cop in charge of the department to stop violent crime, not just someone who wears a uniform.	11/16/2020 7:14 AM
743	Make sure we get rid of the bad apples. Public servants ahoy it have social media accounts or other connections to racism . Teachers can be fired for this. Why not police?	11/16/2020 7:13 AM

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744	Listen to the Mayor and the City Council as well as the people of the city. While you are the hiring authority, a good leader will listen to others. Do not make this a political appointment.	11/16/2020 7:11 AM
745	Please consider the rest of the phrase people have been mindlessly parroting as an excuse for "bad apples". "One bad apple RUINS THE BUNCH."	11/16/2020 7:11 AM
746	The most important thing facing Dallas is acquiring better training and getting rid of the military style currently in vogue and dealing with the fear instinct and shooting too soon and shooting to kill rather than disabling.	11/16/2020 7:06 AM
747	Racism, bigotry, discrimination of any form cannot be tolerated, are ignored.	11/16/2020 7:05 AM
748	Experience Experience Experience. Do not consider race!!!!' Qualifications only!!!!!!	11/16/2020 7:03 AM
749	No	11/16/2020 6:59 AM
750	Pick someone who can critically think when it comes to fixing the department. We need help in our communities that would prevent issues that need police involvement. The policies and procedures that are updated and reflect modern thought and goals.	11/16/2020 6:56 AM
751	Someone that doesn't cower to social media.	11/16/2020 6:52 AM
752	Law and order. We need a chief that cares about ALL citizens of Dallas, not a political hack.	11/16/2020 6:51 AM
753	Make the streets safe again. Build trust with people. Help get homeless off streets. Traffic laws should be enforced. Too many people speeding, racing and running red lights. Address racism bias. Partner with social workers and trained mental health specialists to address non-violent issues. No arrest for non-hard drugs like marijuana.	11/16/2020 6:46 AM
754	Dallas's crime is out of control. We need to have someone we all trust and can get the crime in our city and neighborhoods down. Including solutions for getting rid of street racing.	11/16/2020 6:42 AM
755	Please hire someone who can create a relationship with all Dallas County community leaders and who takes time to get to know it's residents and their needs. Take in consideration that we need a chief with experience or a desire in not only solving but helping our homeless problem. We need someone whose ideal of tactics against protests are peaceful and fair to all protesters. Some level of transparency is key for Dallas to truly be a city people love. This a chance to make up for this summer's protest fiasco and other issues we've had in regards to the police.	11/16/2020 6:42 AM
756	Input from the mayor and possibly the city council.	11/16/2020 6:26 AM
757	Many situations that are not of the violent crime type need to be addressed without violence. Our mental illness in this country has exploded...we need people on the force who understand this.	11/16/2020 6:25 AM
758	Don't hire based on identity politics, ie black, woman, etc. Hire the BEST most QUALIFIED candidates who will do the best job.	11/16/2020 6:18 AM
759	If police could trust in their internal affairs departments then perhaps the good cops would weed out the bad cops. The attitude of protecting their own is one of the problems in personnel today.	11/16/2020 6:11 AM
760	Reduction of crime and building a safe community. Crime certainly needs to be reduced and a safe community needs to be established. I have lived in Downtown Dallas for three years and until this year I always felt safe walking. Now, the sense of safety has been eliminated due to increased crime and the abundance of the homeless people hovering in Downtown. I no longer feel safe walking. Additionally, the abundance of Graffiti being painted on public areas adds to negative messaging, highlights lack of public control, and reduces the sense of safety. The Dallas Downtown area has a potential for great business and residential growth but these concerns need to be resolved and mitigated for growth to continue. Otherwise the Downtown area could fail.	11/16/2020 6:10 AM
761	I would like for The City Manager to consider someone who has a background in social services, someone who practices and teaches psychology practices to deescalate situations, someone who is strong enough to work with the City of Dallas and not be pushed into practices they believe should be done but proven techniques to build a relationship between residence with the police officers.	11/16/2020 6:06 AM
762	Pick a Chief from within. DPD has many good officer in side it ranks. We have tried to go	11/16/2020 6:05 AM

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outside. It takes too long and cost too much, and makes too many officer leave and other unhappy. I feel there is 15 to 20 good officer in DPD that will a good chief, knows the officer, knows the city, lives in the area and want to be the chief.

763	Stop and frisk!	11/16/2020 5:52 AM
764	Do not make the same mistake this go around	11/16/2020 5:44 AM
765	Pick someone who has been on a successful police department so they have a positive experience to reflect on as well as an awareness of all the issues.	11/16/2020 5:43 AM
766	Salaries for police officers must be increased. Acknowledge there are many great cops but hold those who are not accountable.	11/16/2020 5:37 AM
767	We are growing rapidly. We have a lot of people moving here from other cities. Let's make Dallas safe for everyone and hire more police and make sure people know this is not a city where we tolerate violence or crime.	11/16/2020 5:32 AM
768	No thank you	11/16/2020 5:27 AM
769	Malik Aziz is the best person available. Good person who has the trust and confidence of his officers. Very unusual for a commander.	11/16/2020 5:18 AM
770	The police chief needs to be able to work within the ranks of the police and also respect the community and safety of both.	11/16/2020 5:16 AM
771	Please choose someone with a track record of being the community together. Getting police back in schools building relationships with the youth.	11/16/2020 5:15 AM
772	It's not who/what looks the best or will make the majority happy...it's about results - past & proven results and realistic expectations moving forward. They need to be held accountable.	11/16/2020 5:03 AM
773	Finding an applicant who can address and change systemic issues and policies that result in increased crime, homelessness, division.	11/16/2020 4:52 AM
774	Dallasites should feel safe. Citizens in all parts of the city need to be protected from rising violent crime. Demographics that are frequently harmed or killed by poor policing practices (ie, black males)need to be treated fairly by police.	11/16/2020 4:50 AM
775	Experience not only in leading a police force, but also in uniting communities.	11/16/2020 4:49 AM
776	The increase in violent crime and homelessness are unacceptable and need to be addressed asap.	11/16/2020 4:38 AM
777	Safety of citizens comes first no more pandering to social justice gtoups. All citizens should take responsibility for their actions nor blame society or police.	11/16/2020 4:37 AM
778	Law and Order. Reduce response times and violent crime. Do Not DEFUND Police. That just stupid. Look what happened in NYC. Crime is triple what it was. Mass exodus of officers and citizens to the suburbs.	11/16/2020 4:14 AM
779	recent rise in crime	11/16/2020 4:12 AM
780	I have absolutely NO tolerance for people who show a "woke" mentality. Please do not condone any thinking as such.	11/16/2020 3:48 AM
781	A strong law enforcement belief, where crime is punished regardless of "social justice" propaganda. Support the rank and file to the utmost. Clean up streets of vagrants and enforce the law.	11/16/2020 3:34 AM
782	Consider opting out and resigning. You've turned this hire into a political decision and it shouldn't be.	11/16/2020 3:20 AM
783	The opinions of the mayor and city council	11/16/2020 3:15 AM
784	You have a major problem with crime and your budget. Get someone in there who can solve for both. Otherwise, you'll see an exodus of high-paying tax payers leave the city. It's uncomfortably unsafe in neighborhoods.	11/16/2020 2:47 AM
785	The most important thing is choosing someone who wants to rebuild trust with the black community.	11/16/2020 2:17 AM

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786	Someone who has a detailed plan to tackle violent crime.	11/16/2020 2:17 AM
787	Training of dispatchers where they are not getting smart with people who calls in. Better response time for officers even if it is loud music because the loud music could lead to neighbors losing their temper and conflict between neighbors	11/16/2020 1:24 AM
788	Hold yourself accountable for your own actions.	11/16/2020 1:07 AM
789	Consider everyone who is looking up to him/her to guide this community to a better way of living. Right now we are in fear of what may happen every day, & it would be nice to be able to go out &, not have to worry about being shot/robbed/killed.	11/16/2020 12:37 AM
790	The city manager has a poor track record for hiring qualified people to serve the city. He tends to pick candidates by 'COLOR'. The mayor and city council should select the chief	11/15/2020 11:56 PM
791	NA	11/15/2020 11:51 PM
792	Please get this right. You cannot get an outsider from a smaller department. If there is an up and coming Latino in the department, that is what needs to be done. Dallas first Hispanic Chief must come from within, period.	11/15/2020 11:39 PM
793	I think that I would be a good idea to consider people from the community as possible candidates because they would better understand the needs of the community and would be able to hit the ground running with making improvements.	11/15/2020 11:29 PM
794	You're never going to make the right hire with this approach because it won't please everyone. Just pick the best leader so we can move on with this and stop the violent crime.	11/15/2020 11:16 PM
795	If the citizens of Dallas do not feel secure and safe, there is a very viable chance citizens and businesses will move to the suburbs. When this transpires, the tax base will suffer and Dallas will become a Detroit as was predicted many years ago because of fiscal and political mismanagement.	11/15/2020 11:06 PM
796	I would like for the City Manager to consider the ethnic makeup of the City. Make a smart choice and if possible, the Police Chief should live in the city of Dallas and is not a racist like the Hispanic Police representative. The Police Chief should have experience with the Federal sector, served on panels for policing; young with new practices.	11/15/2020 10:54 PM
797	Seek help in making the selection from people previously successful in the position!	11/15/2020 10:47 PM
798	There needs to be a search and hiring committee for this position. With diverse input. Make the job of police officer appealing so they want to stay in Dallas.	11/15/2020 10:31 PM
799	Hire internally from Dallas. We have escalating crime and violence and don't have time for someone else to learn Dallas. We need an internal candidate who knows Dallas and sees Dallas as their long term home. Not another staffer who's building their resume with a short stop. This isn't about race, politics or making a statement. It's about the best person for the job to lead our city.	11/15/2020 10:29 PM
800	Get it right .. choose the BEST for Dallas!	11/15/2020 10:29 PM
801	Our quality of life in the Dallas area has gone down over the past 12 months in particular. Violent crime has increased, racers run rampant in the streets with little to no progress on making it stop, shootings are a daily event in our neighborhoods and we are tired of there being no solution. Failure to adequately pay and train police officers has adversely affected our communities and is sending people running for the suburbs and outlying communities. There must be a solution implemented quickly. Paying our police officers sufficiently, hiring additional police officers, making sure the police officers are not also counsellors, mental health workers, and social workers, and making it a priority to take back our communities from the lawlessness that seems to have overtaken us must be made a priority.	11/15/2020 10:09 PM
802	Please hire a critical thinker and planner with proven experience and wisdom. I believe in hiring the best qualified candidate no matter what that looks like, period. I am not interested in gender, race, socioeconomics, political leanings, or religious beliefs, etc- Dallas deserves the best, nothing less. Please put politics and personal preference aside and do what's RIGHT for the police department, city and its residents. I'm tired of the dramatic political decisions; it rarely ends well and puts us behind the mark. Do something right for a change!	11/15/2020 10:03 PM
803	-Have the police force complete this survey or one similar to see what DPD members desire. And publish those results to citizens.	11/15/2020 9:44 PM

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804	Keep all citizens safe. Honor 2 Nd amendment 3) do not become political	11/15/2020 9:18 PM
805	Dallas police are underfunded and understaffed (at least for officers on the streets). I feel chrome is going in the wrong direction in the city of Dallas. The recent protests should not deter police from protecting the community from crime, wherever and by whomever it is committed.	11/15/2020 9:12 PM
806	Please don't hire someone from another city that also has a high violent crime rate like Detroit!!	11/15/2020 9:10 PM
807	Clean up SHINGLE MOUNTAIN QUICKLY it's shameful and slowly killing people and animals ☹	11/15/2020 9:09 PM
808	Chief should have a plan to reduce. Crime!!	11/15/2020 9:06 PM
809	We need this to be a long term position. We need some one like Chief Brown. I hope you consider an internal hire. We have to have some one who is willing to hold officers accountable! We cannot have another police shooting of innocent people of color. We have to have someone who will bring down the crime rate and help with solutions of the homeless.	11/15/2020 9:03 PM
810	He should David Kunkle and David Brown. Brown left Dallas due to the pension fiasco which he did not create. It is possible that he would jump at the chance to leave Chicago which is a no win situation. Brown is gifted when it comes to community policing. God knows we need a David Brown heading up our police force.	11/15/2020 9:03 PM
811	A police chief that is focused on police response times and officers that care about what's happening.	11/15/2020 9:01 PM
812	Candidate should be very tough on crime, including inciting violence and threatening behavior by "demonstrators". Achieves productive balance of technology and field work. Is a team player within City management. Generates enthusiasm for public service.	11/15/2020 8:58 PM
813	consider the failings of other cities and why they are failing. Look at cities that have been successful with combating violent crime and follow their lead.	11/15/2020 8:54 PM
814	The Dallas officers stationed south of Fair Park are generally corrupt and in league with the local drug dealers. This needs to be cleaned up, not ignored just because the area is relatively poor.	11/15/2020 8:48 PM
815	this problem didn't just start and the city c. should have looked at this problem before chief hall and the other chief took office to clean up a me	11/15/2020 8:47 PM
816	Please pick someone tough on crime but level headed. Please consider someone who is able to communicate consistently to the public, not just when there is a crisis.	11/15/2020 8:47 PM
817	Not sure	11/15/2020 8:47 PM
818	Someone with long term goals and holding of this position	11/15/2020 8:46 PM
819	The past record of transparency and believes in accountability of officers.	11/15/2020 8:42 PM
820	consider the input of other elected representatives and the city as a whole.	11/15/2020 8:33 PM
821	Nope	11/15/2020 8:33 PM
822	Please know that the person who takes the job is not God and will not mitigate the problem in 24 hours. But he/she must have the support of AA city government, both publicly and privately to be successful. He/She must be well versed in how dysfunctional policing has impacted certain marginalized groups so history doesn't continue to repeat itself. Finally, he or she should have a diverse senior team of both race and gender to ensure that all decisions are made equitably.	11/15/2020 8:32 PM
823	Officer screening and ongoing training on things like anger management, sensitivity, profiling and accountability.	11/15/2020 8:32 PM
824	No	11/15/2020 8:32 PM
825	I would like a superior law enforcement official, who thoroughly understands the role of a city police department, and executes that role aggressively with even-handedness and integrity.	11/15/2020 8:31 PM
826	Find and hire the "Coach Joe Gibbs" of Police Chiefs. That is to say, a courageous person with proven integrity, a track record of success, a gifted judge of talent, skill and integrity in hiring	11/15/2020 8:29 PM

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key players and a person of equal parts compassion and vision.

827	Legalize marijuana and stop jailing non violent crimes . Thank you .	11/15/2020 8:28 PM
828	Whoever we hire must be tasked with reducing crime....priority #1 - 10! If our city isn't safe, nothing else matters.	11/15/2020 8:28 PM
829	I hope the city Manager makes the right choice the city of Dallas needs a strong leader to get the city back on track.	11/15/2020 8:28 PM
830	A safe city for its law abiding residents is the top priority	11/15/2020 8:26 PM
831	Think of the intercity and the unsafe environment that the children are having to succumb to daily across the metroplex. The relationship of officers and the community is basically non existent. Transparency and professionalism is always important.	11/15/2020 8:26 PM
832	Hire a Black Chief	11/15/2020 8:26 PM
833	Please take into consideration the importance of a leader who can recruit and provide high level training for those new recruits. Additionally, we need a police chief who will back the righteous officers, but will also follow the rules of law. I want Dallas to continue to be a city that is beyond the national political narratives and is focused on protecting EVERYONE.	11/15/2020 8:25 PM
834	There seems to be a lack of police presence. I have high trust in the police department, but it seems resources are lacking. Violent crimes are up & police are slow to respond, or remain to be seen. The systemic diversity issues in our city should not be fostered with a "hands off" approach but rather with rules & consequences while also building positive community relationships.	11/15/2020 8:25 PM
835	Fair, transparent individual that is versed on working with a broad spectrum of cultures. Quick thinker and a equitable leader.	11/15/2020 8:24 PM
836	Leave personal politics out of the decision. Choose the best candidate for the job, and work with them to help our city improve and grow.	11/15/2020 8:24 PM
837	No	11/15/2020 8:22 PM
838	Proven track record	11/15/2020 8:22 PM
839	No	11/15/2020 8:21 PM
840	Question number two should give the option : "Lives and Works in Dallas".	11/15/2020 8:20 PM
841	Think locally. Don't let the national sentiment affect your decision making.	11/15/2020 8:20 PM
842	No	11/15/2020 8:19 PM
843	We have to reduce crime in Dallas. Give the police the resources to do that. Hire the right person to make our city safe. Keep politics out of the police department. Thanks.	11/15/2020 8:19 PM
844	Hire someone within the ranks of DPD obviously if they meet the qualifications! Someone local I feel best knows how to lead our diverse and complex city !	11/15/2020 8:18 PM
845	N/A	11/15/2020 8:11 PM
846	Must keep downtown safe and not tolerate any riots, looting, breaking the law. Must back the police. Have big enough force to enforce the law. Do not back down from protesters breaking the law. Allow police to use necessary force to keep the city safe. Do not allow false narratives about police to develop that are not true. Prosecute law breakers. Put them in jail. No more arrest and then release on no realistic bail. Don't expect police to solve social problems. Promote people on basis of merit and performance, not race or gender. Current police chief has been over her head from day one. How could a city as great as Dallas do that? We deserve and should be willing to pay for the best you can get. Do it!!	11/15/2020 8:08 PM
847	New Chief must be able to withstand criticism of decisions... as in using other agencies to assist and provide police presence, city marshal office, sheriff office, Constables, DART PD, DPS troopers etc. police presence reduces crime	11/15/2020 8:04 PM
848	Get a chief that can stop these [REDACTED] murders! I'm tired of seeing these people killed every day! What's the point of not having a police officer shot a couple citizens if you allow the	11/15/2020 8:02 PM

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citizens to endlessly kill each other??? The citizens are tired of all the shootings and murders. Let the police do their job again!

849	Please hire our next police chief on merit. Dallas needs a world class police chief. And can we institute a no compete clause upon hiring so we quit losing quality officers that we train to the surrounding suburbs. Thanks.	11/15/2020 7:58 PM
850	Take the politics out of policing. I lived in Dallas for 60 years and moved to McKinney last year. Dallas is a city in decline, it seems to be on par with becoming a Detroit.	11/15/2020 7:41 PM
851	I think most of the selections to these questions are important but not critical. I think the chief of police should be focused on the business her/she runs: a 3000+ person organization. How many people do you know who can be the CEO of large company and have law enforcement experience at the highest levels? First and foremost is recruitment, training and equipment. In simple words, you don't show up to a gunfight with a taser or a club. There is a lot of talk about what the chief will do for the community. The duty of the police chief and the force is to protect its citizens and keep themselves out of harms way as best they can. I think we need to focus less on someone's color and look at the reasons for the increases in violent crime. Where are the families? Why are we letting our repeat offenders out of jail early? What is the recidivism rate and what are we doing about it? Is post-incarceration the responsibility of the police or the community? If our criminal citizens are out there and willing to take the lives (225 and counting) of fellow citizens, law enforcement officers, innocents and fellow criminals, what do expect out of a police officer when they encounter criminals like this? Offer counseling? That is a joke. These are the questions we need to be asking. Close to 250 officers have died in the line of duty so far this year. We need a police chief that sends a message to the criminals that they lose the right to a friendly chat when they turn violent. I don't want our police officers to have to face violent offenders. There will always be mistakes and those mistakes are always tragic. Our DA is soft on crime which is also a problem. We need to increase the budget and put more officers in the communities most affected by crime and the communities and families need to step up and find ways for the young men to be productive citizens in society. This responsibility falls on the community, not the Chief of Police.	11/15/2020 7:36 PM
852	The Police chief needs to weigh each situation that comes up and handle it to best of his ability. Be fair and Just. Work with all races and settle problems that arise.	11/15/2020 7:35 PM
853	Thank	11/15/2020 7:32 PM
854	Perhaps ....HIS job is on the line ... Dallas cannot ...CANNOT ...have another ineffective Police Chief ...	11/15/2020 7:26 PM
855	Chief must be fair and even handed and support officers keeping moral high during difficult situations. The Chief must be able to work with the City Manager, City Council and the Mayor while standing up for Department and Personnel needs. Good communication skills with the community and media are necessary to maintain confidence in the Department. The Chief deserves the backing and funding necessary to protect the lives if officers in daily and crises situations!	11/15/2020 7:24 PM
856	Make the right choice. Your last choice was awful	11/15/2020 7:14 PM
857	Put together a great selection team to assist with hiring the right chief. Let police at all levels help assist in the selection process. Utilize community experts.	11/15/2020 7:11 PM
858	The police should be able to work with the community to solve the many problems facing us today. The new chief should be willing to consider all sides of issues and work towards what will be best for both the officers and the entire Dallas community.	11/15/2020 7:08 PM
859	Please bring someone who is a good leader, respected by peers and experience with a large city like Dallas.	11/15/2020 7:02 PM
860	That politics do not play a part in this appointment. That our city as a whole is considered.	11/15/2020 6:57 PM
861	Track record and experience in policing and crime down at a minimum.	11/15/2020 6:56 PM
862	We need to fully staff the department so all calls get response from the police, even the low priority calls that lead to poor quality of life in the neighborhood.	11/15/2020 6:54 PM
863	listen to the citizens and the mayor!	11/15/2020 6:50 PM
864	Select someone who will do what's best for the City of Dallas, not someone's pocket book.	11/15/2020 6:46 PM

City of Dallas | Community Input Survey - Chief of Police

865	I'm strongly considering selling my home and leaving my place of employment, or considering a commute, to get the hell out of this city. There has to be others that are thinking the same. This city is the next Chicago, what the hell is happening? The time lost of Chief Hall, could have been better spent on someone that wouldn't fold under pressure - which she clearly did - and b/c of it, we're under seize. Make a better selection next time!	11/15/2020 6:45 PM
866	Hire some from within the Dallas Police Department or Dallas County. It is a waste of money to hire an outsider who is not familiar with our city.	11/15/2020 6:44 PM
867	There should be a community panel that provides 10% of the police chief and employees evaluations. They should receive a rating on 1) % reduction in crime 2) required meetings with the community and developing partnerships 3) professional development training for officers (diversity training, conflict de-escalation, and basic training on mental illness.	11/15/2020 6:43 PM
868	No tax increases	11/15/2020 6:42 PM
869	Dallas crime is out of control!!!! We went from a safe city to a high crime city. Very disappointed in not having enough police to handle the high crime.	11/15/2020 6:42 PM
870	The police chief should not be hired with a confirmed incident of domestic violence. Not only was the City Manager aware (shameful) before the interview process but she admitted to the domestic assault. Do not hire someone based on race and/or gender. You cannot be hired as a police officer with a DV allegation—why should the police chief have different standards?! Keep your hands to yourself, Ulysha Reneé Hall!	11/15/2020 6:40 PM
871	It was difficult to select only 5 of the characteristics in each of the questions above; they are all important.	11/15/2020 6:35 PM
872	Please hire somebody who is NOT okay with tear gassing and beating otherwise peaceful protesters. Curfews are a dystopian government breach of our rights.	11/15/2020 6:30 PM
873	Pick someone with experience leading a big city that have a diverse population.	11/15/2020 6:19 PM
874	Experience ability to inspire trust in officers and community	11/15/2020 6:18 PM
875	Don't bend to political pressure! Hire someone who people can look up to who is honest, competent and not self promoting.	11/15/2020 6:18 PM
876	If you hire someone with ethics and values, it goes without saying that they would hold their employees accountable, promote diversity where possible, but not at the expense of a better qualified candidate, address any racism or bias that an employee may have, lead by example and bottom line, do the right thing. It's called character and unfortunately, our world has forgotten what that word means.	11/15/2020 6:14 PM
877	no	11/15/2020 6:12 PM
878	no	11/15/2020 6:08 PM
879	We need someone who will hold officers accountable when they disregard lethal force policies.	11/15/2020 6:05 PM
880	Do NOT make this hire primarily on a racial diversity basis. Competency and experience come first.	11/15/2020 5:56 PM
881	Hire someone based on their achievements and qualities and not based on their gender or race.	11/15/2020 5:56 PM
882	Dallas should Develop a State of the Art Law Enforcement Training Center similar to what DPS has near Waco. This is a tall order, but it should include a Public Education Component with an Interactive Policing Experience. This would attract top Law Enforcement talent from across the State and the Public Component would hopefully educate Dallas citizens on all its Police Officers have to deal with daily	11/15/2020 5:56 PM
883	Listen to the citizens who give valuable input on what is needed in the next Chief of Police.	11/15/2020 5:55 PM
884	get input from the council and mayor	11/15/2020 5:53 PM
885	A progressive plan.	11/15/2020 5:52 PM
886	We need someone who is a forward thinking problem solver, not someone who is going to keep trying the same things and expect better results. Someone who will do the work of actually improving the community, not just improving the stats.	11/15/2020 5:51 PM

City of Dallas | Community Input Survey - Chief of Police

887	I would like a police chief who sees individuals.	11/15/2020 5:50 PM
888	Ensuring that the applicants have a track history of holding all citizens accountable	11/15/2020 5:50 PM
889	Obey the law. Get rid of our district attorney!	11/15/2020 5:49 PM
890	Don't mess this up.	11/15/2020 5:49 PM
891	He needs to allow the community to meet and greet the candidates. We need to hear their approach to improving DPD. Zoom townhall with candidates.	11/15/2020 5:45 PM
892	Pick the right person	11/15/2020 5:43 PM
893	He should be able to make sound decisions without having to seek others opinions, especially if they are not part of the decision making team.	11/15/2020 5:41 PM
894	I think a comfort with using data to create a picture out of statistics rather than anecdotes would be useful. If not in the chief then in someone who directly reports to the chief.	11/15/2020 5:39 PM
895	Political agendas should not win out over community safety. The city counsel and city manager are destroying our city by underfunding our police and refusing to back the decisions the police make within the law to protect our community. Double standards and looking the other way regarding criminal actions because they support the city managers idea of justice create anger and uncertainty within the community and destroy businesses. I believe strongly that Dallas deserves an experienced leader who can reduce violent crime and instill a culture of community policing and accountability. This person needs to be an effective communicator with a buck-stops-here mentality. The chief should take it personally that crime is up in Dallas and not make excuses or try to shift the blame.	11/15/2020 5:36 PM
896	Please don't let politics or political agendas enter into the debates about this position. This person needs to be able to unify the population and stay above political agendas.	11/15/2020 5:34 PM
897	no	11/15/2020 5:33 PM
898	In order to have quality & superior qualifications both in a chief & our police officers, we cannot reduce the funds needed to achieve the task of a safe city & reduction in crime! Increase not decrease funds!!!!	11/15/2020 5:33 PM
899	Someone that will take an active stance in building community relationships and providing enough staff to assist within those communities to reduce crime and protect citizens of Dallas	11/15/2020 5:30 PM
900	Please hire the very best person, do not hire someone just because they fit the politically correct narrative; gender, race, etc Politically correct hires are rarely successful.	11/15/2020 5:29 PM
901	It is critical that we build a police force that partners with the community, that is not adverse to the community - even the most isolated and disenfranchised. The police force must be demilitarized. All parents should be comfortable teaching their children that an officer is someone you can ask for help with a problem - safety related or otherwise - not just white parents, but at this time it is not safe for children who are not white to be comfortable approaching a police officer. As a privileged white mother of two, I have very little trust in our police, but I see how essential they are as violent crime rises. I have to ask myself if the best way to curb the crime is to understand its systemic origins. We need a police chief who can cut through the "numbers" to the heart of the problem and help the people who need it most.	11/15/2020 5:28 PM
902	Next Police Chief should be White or Latino	11/15/2020 5:25 PM
903	Promote from within!	11/15/2020 5:19 PM
904	Do not default to people who look like me and live where I live, that is, white, wealthy, North Dallas residents. The future of Dallas is in whether we can build trust between police and disenfranchised, over-policed and under-resourced parts of the city.	11/15/2020 5:16 PM
905	Hire the best candidate, don't hire someone because of their gender and/or race	11/15/2020 5:13 PM
906	Continue focus on community involvement and focus training to be de-escalation. Using a gun or force without first asking questions isn't always the answer.	11/15/2020 5:13 PM
907	The high crime and recidivism rate means that current tactics and policies are not effective. We need someone who can be innovative and enact solutions that will actually make Dallas safer while creating trust with the community.	11/15/2020 5:07 PM

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908	The applicant has a history of experience working and solving problems unique to the metropolitan environment.	11/15/2020 5:04 PM
909	Select the person who has the best qualifications and experience - REGARDLESS of gender or race. Quit trying to fulfill a "quota" .	11/15/2020 5:03 PM
910	To let the police chief do their job right and not try to micromanage police by social media or the public	11/15/2020 5:00 PM
911	Note: Solutions to homelessness is NOT a job for the Police Chief. -selection of candidates for police -proper and recurrent training for ALL police officers -Race relations between rank and file police officers	11/15/2020 4:57 PM
912	Support the police and make sure they make all our streets safe.	11/15/2020 4:56 PM
913	Our next police chief needs to evaluate with community leaders and the council what should be the services the police force should provide. Currently our police force is brought into too many areas that would be best handled by other groups that have proper training, like mental health as an example	11/15/2020 4:55 PM
914	Our city is not safe. Anywhere. We need to reduce crime NOW. I want a Chief who does not see this position as another rung on their career ladder. I want a Chief who believes it is their duty to fix our city.	11/15/2020 4:55 PM
915	The drag racing on city streets is ridiculous. It sets the tone for a "Wild West" atmosphere.	11/15/2020 4:52 PM
916	Someone should ride herd on the city manager to make certain he does not make another mistake in hiring . His judgement is now on the table and he must get it right this time or his job is in jeopardy	11/15/2020 4:52 PM
917	Please focus on skills, past success, integrity - NOT political correctness. I did not check "highly educated" because the officer might be someone with rich experience not gained in an "institution of higher education". We need someone who knows how to fight crime, figure out the root and address those issues. I am appalled that Dallas is not prosecuting crimes under a certain dollar amount, thus encouraging theft and other "minor" crimes that can lead to more serious ones. May God give you wisdom and discernment for just the right candidate. Thank you for your diligence in selecting the right person to help make Dallas a safe, thriving city.	11/15/2020 4:51 PM
918	I don't know any of the police officers who patrol my neighborhood or respond to calls. I don't know how police officers triage calls or handle patrol in my neighborhood. I don't even know where is the nearest police station in my neighborhood. Maybe that's fortunate that I haven't had to engage those things. But, if and when I do, I'm sure I wish both myself and the DPD had at least had a casual introduction and knowledge of each other prior to that.	11/15/2020 4:47 PM
919	Please do not be influenced by people who have their own "axes to grind" or who are trying to climb up the political ladder. Our police chief should be chosen based on QUALIFICATIONS FOR THE JOB. Please close your eyes when interviewing prospects; don't hire someone BASED on race or gender. It doesn't matter who it is, as long as the person has good character, the ability to get the job done, and the dedication to "stick it out" until the job is actually done. We've had revolving-door "police-chieving" for too long. Let's make the pay worth the while of someone who is qualified but who isn't "in it for the money." As it is with teachers, who will never become rich teaching school, it would be very nice if the candidate has a feeling of PURPOSE, CALLING and a DESIRE to work for the betterment of this great city of Dallas.	11/15/2020 4:47 PM
920	Sex, race, do not matter. Consider local promotion from ranks	11/15/2020 4:46 PM
921	N/A	11/15/2020 4:46 PM
922	Must embrace best practices and be a change agent. Integrity and respect of all facets of the city stand out as the two most important personal traits.	11/15/2020 4:45 PM
923	Panhandlers at every corner once you enter Dallas, crime everywhere, this is not rocket science.	11/15/2020 4:44 PM
924	Want to feel safe living in Dallas	11/15/2020 4:44 PM
925	The voice of the people.	11/15/2020 4:38 PM
926	I want he or she to be completely a -political and follow the best policing policies to reduce crime and keep our community safe.	11/15/2020 4:36 PM

City of Dallas | Community Input Survey - Chief of Police

927	I wish you good judgment and discernment in this decision. I think you'll do the right thing and choose someone who is open minded and considering slow but steady changes to reduce police brutality and increase peaceful resolutions when the law is broken.	11/15/2020 4:36 PM
928	We need a forward thinker who sees the relationship between crime and other community factors. We also need someone who will hold officers accountable for what they do.	11/15/2020 4:36 PM
929	1. The last chief of police did more harm than good. I have spoken to many officers who felt the previous chief of police wrecked office morale. She dismantled departments without much evidence of wrongdoing. There was no visible community outreach or willingness to bring communities together. The next chief of police must be able to hold its department accountable, seek proper training and support for its department, be visible, Create polices that will bring trust back to communities, address the homelessness problem with local leaders.	11/15/2020 4:34 PM
930	Be open to hiring any race, not focusing just on black	11/15/2020 4:33 PM
931	We need a chief that works for the community's. He needs to reduce crime and make the city safer.	11/15/2020 4:33 PM
932	There is a lot of discussions surrounding innovative policing practices and that is very important. Our city (and nation) has a long history of using the police to oppress minority groups. It is important to avoid repeating that dark history. With that said, political debates and thought exercises have little practical importance in regard to the daily levels of violent crime that we experience. Eliminating the sources of violent crime is important. But it is also important to keep repeat offenders off the streets and hold individuals accountable for their actions. Everyone deserves a second chance. But that can only take place if they are first held accountable for their actions.	11/15/2020 4:32 PM
933	We need to make every effort to end systemic racism in how our communities are policed and punished. We need to have equity in our bail bond programs. We need to make great strides now to come up with homelessness solutions.	11/15/2020 4:30 PM
934	Pray over the decision.	11/15/2020 4:30 PM
935	Make the best hire possible and ignore the lack of leadership and inability to build consensus unfortunately being exhibited by our mayor.	11/15/2020 4:27 PM
936	Crime is driving away residents and discouraging companies from creating new jobs. Public safety is job one of a good government	11/15/2020 4:26 PM
937	Yeah.... could the City Manager quit and let's get someone in there who listens to the people, doesn't play politics, and supports our police?	11/15/2020 4:24 PM
938	Please hire someone who is able to do their job and do not saddle them with the weight of current popular political idiocy. Stop defunding and support our police officers	11/15/2020 4:22 PM
939	It's a tough spot. If he/she doesn't have the confidence of police, it's a short career, but if they protect bad cops, coddle the union, and depend on qualified immunity to look good, I've got no use for them. And there's the problem. You have to do all of those things, and more, or cops won't follow.	11/15/2020 4:08 PM
940	Make sure the new chief is fair and holds everyone accountable and responsible for their actions, cutizens and hi/her staff alike. Please create community relationships between DOD and the people it serves.	11/15/2020 3:48 PM
941	N/A	11/15/2020 3:18 PM
942	Experience in a large city	11/15/2020 2:53 PM
943	Must have experience of being in charge of police in a similar size city	11/15/2020 2:43 PM
944	What is up with num 3 . I live and work in Dallas ! But that is not an option?	11/15/2020 2:15 PM
945	Think Major Malik Aziz has ALL of these qualities and more!!	11/15/2020 2:11 PM
946	Yes Major Malik Azizz someone whom I truly believe knows the city of Dallas	11/15/2020 2:07 PM
947	Hire someone that knows Dallas, not someone that takes 6 months to get TCOLE certified, and then 12 more months to figure out where they are!	11/15/2020 1:20 PM
948	Proven forward thinking and implementation of measures to reduce racial and diversity bias	11/15/2020 11:48 AM

City of Dallas | Community Input Survey - Chief of Police

must be a major tenant of this leader's responsibilities.

949	This is 2020, almost 2021. We want to see more innovation, thinking outside the box policing. Let's move forward with the times and not be left behind. As a Dallas resident/taxpayer/registered voter, I get the impression that City Council and those close in proximity haven't been the friendliest with the Police Chief regarding recruiting. Another priority for me and my family is: RECRUITMENT, RETAINING officers, FULLY staffing PD, recruiting DIVERSITY. I hope community policing will be embraced by all City of Dallas EMPLOYEES elected or not. I always hate for city services, businesses and even sometimes schools expect one hire to be 'the savior' or the 'jack of all trades' to do it all - NOBODY can do it all. It has to be a city effort, community and that INCLUDES the City Manager and City Council.	11/15/2020 11:40 AM
950	Previous police department experience of 10 years minimum and a current DPD officer is a huge plus.	11/15/2020 11:01 AM
951	Keep politics out of the process. Choose an experienced proven leader that isn't "identity" based.	11/15/2020 9:48 AM
952	We need a true leader who will be respected by staff and community alike	11/15/2020 8:51 AM
953	Spent 35 years with the Dallas Police Department. Please consider hiring from within the ranks to promote morale within the Department. Malik Aziz was the best choice three years ago and still is.	11/15/2020 8:39 AM
954	The new chief should build connections with people in the community personally. Personal engagement means not only being seen for the cameras/media during press conferences, but attending diverse community events to bring citizens together. This helps to reduce crime in lower income neighborhoods. Reduce unconscious bias towards minorities as a first priority. Dallas has become segregated based on wealth and crime has increased because of this. There has also been an increase in homelessness and the city has failed in caring for the poor.	11/15/2020 8:15 AM
955	As a former Police Officer with over forty years experience and a BS Degree from A&M in Criminal Justice, I think it's important the new Chief be a highly competent Police Officer. She/He should be involved and attentive to the community while at the same time leave no doubt that the organization they're managing is in fact the POLICE DEPARTMENT!	11/15/2020 8:07 AM
956	Enforce the law and bring respect back to policing in spite of the idiocy of the DA. Bad apples need punished but "Back the Blue" should be our mantra. We must also determine how many bogus "administrative" positions should be transitioned to more cops in cars patrolling and following up to any crime, no matter how small. Otherwise we send terrible messages to our youth that shoplifting and random violence is OK. In short, do policing!	11/15/2020 8:01 AM
957	If out of market-a long(er) ramp up is needed, it seems that the more someone is thrown in deep end without pre-establishing trust, alignment and a deep understanding of the nuances of the city (dynamics as well as landscape) it is very hard to make progress. Value stability, exceptional communications, relationship building, creativity and an even level of proficiency with strategy and tactical excellence. Ability to consistently externally present is so critical in the current climate and demand for immediate response given social media spread, etc.	11/15/2020 7:54 AM
958	I hope Mr. Broadnax takes a good look at the hiring process that led to the selection of Chief Hall and learned from those mistakes. We need a police chief who the public trust and who is a skilled leader who can run DPD without drama. We need someone who is honest, straightforward, and willing to admit when something isn't working.	11/15/2020 7:53 AM
959	You are hiring a POLICE chief, not an HR chief or media celebrity. Please do not be swayed by voices attempting to make this about anything other than a positive leader the women and men on the force can respect, follow and admire. This, in turn, will lead to better outcomes in our community regarding crime and community relations. After that, the optics will follow. Thank you.	11/15/2020 7:11 AM
960	Don't discount property crimes. The community is tired of a lack of enforcement and prosecution for theft.	11/15/2020 6:59 AM
961	Put the needs of individuals first in considering a leader. That is understand the community being served and that may give some idea is the why certain crimes are committed.	11/15/2020 6:47 AM
962	It would be prudent to enlist a couple of other experienced individuals to determine the best person for the job. Chief Hall came in not trusting nor a friendly open way of handling Dallas.	11/15/2020 6:00 AM

City of Dallas | Community Input Survey - Chief of Police

She always seemed to be secretive in her practices. The police chief must be open and present and active and visible in the community.

963	Do not allow police unions to sway your decision. Think about the people of the community. The leaders of the police unions have shown their hands. They appear very racist and sexist, and should not have the power or influence because they don't have the people of this city, who pay their salaries in mind.	11/15/2020 5:27 AM
964	The next police chief needs to focus on delivering results and if not able to within the budget work with the City Manager and City Counsel to get what he/she needs. Crime in Dallas is out of control and has to be improved or people and businesses will leave.	11/15/2020 5:27 AM
965	I firmly believe that one of the most basic, effective steps we can take towards peace and mutual respect among a community and its police force is to integrate the two groups into the same group working towards the same goals - that is, we need a police force in our community who are a PART of our community; officers who live here, raise their families here, and are respected members of the community here. If Dallas's Chief of Police was a Dallas native who has an outspoken deep love for the city, I feel that they would have an innate respect for the city that would show in the way they protect the city. If people see the police in their neighborhoods as "outsiders" then there's a fundamental lack of trust and fear that is unfortunately somewhat understandable. but, if they see police as a neighbor or someone who they know to respect their community and the people in it then a feeling of trust and safety inevitably follows, which starts at the top of the heap with the Chief of Police. *Quick disclosure: The police force is a group near to my heart since a member of my family who was NYCPD was killed on the job. However, I am not a person of color (I am a white female) but grew up in a highly diverse area of Dallas (lake highlands) and have made it a goal of mine to try and understand, as best I can, the experience of my minority friends and neighbors - especially when it comes to their relationship with law enforcement. That said, given the current climate regarding policing I feel the above opinion should hold less weight than the opinion of Dallas community members of color so please consider their suggestions in higher regard than mine.	11/14/2020 11:16 PM
966	Neighborhood engagement and education	11/14/2020 10:52 PM
967	The city of Dallas is a very diverse and wonderful city. The people of Dallas are intelligent, innovative, and accepting. The next chief must be a positive reflection of this city.	11/14/2020 10:09 PM
968	Find someone that can decrease the homicide rate, we might hit over 250 this year. I don't feel safe in the neighborhood	11/14/2020 10:08 PM
969	Promote from within. Dallas PD has many talented experienced candidates that could fill this position. Line level experience as a police officer. Knows first hand what the job entails FROM PERSONAL EXPERIENCE. Not a white shirt desk jockey who only served long enough to become a hack and climb the ladder. Holds officers accountable but does not take a position until the investigative process is complete. Gives the officers the same level of protection that a citizen receives . Innocent until proven otherwise in a court of law or through administrative process agreed to by the officer.	11/14/2020 9:30 PM
970	Please hire someone who is forward-thinking , is willing to build trust with the community, will work on training for staff and hold "bad apples" accountable. We need good leadership to continue to propel Dallas forward.	11/14/2020 8:54 PM
971	Hire someone that understands the city and what the citizens want, and not just lip service. If crime keeps going up, including panhandling, street racing, theft, etc... people will leave Dallas, property values will plummet and the tax base will be gone. Use technology to reduce workloads. Hire someone who can build community relations. Hire someone with an open mind who isn't biased. Hire someone that will be tough on major crime and not the petty stuff.	11/14/2020 8:48 PM
972	The next chief should have a vision of DPD being the model police department for large cities for the next 20 years. He/she should have an appreciation for tried and true methods of policing but also they should be visionary in their thinking as their model will lead the city into the future	11/14/2020 7:41 PM
973	Dallas had the best police in the country and management ran a lot of great officer's out: Support and respect.	11/14/2020 7:33 PM
974	Dallas deserves the best of the best. Get Rawlings input.	11/14/2020 6:33 PM

City of Dallas | Community Input Survey - Chief of Police

975	We need a new city manager. One that understands and knows Dallas. The BEST candidate would be someone who is QUALIFIED for the job and NOT for their race. It would be good if someone from Dallas PD was chosen to increase morale. And then the city officials and manager need to get out of the way and let the new Chief do the work.	11/14/2020 6:18 PM
976	First and foremost, he or she should show moral integrity and fairness, particularly in the areas of holding officers and any other personnel accountable for their actions. Then they should put an emphasis on police training -- many countries around the world train their police for a minimum of 2 years, which has resulted in significantly fewer police-related deaths per capita.	11/14/2020 6:17 PM
977	New Chief should be well rounded and experienced in ALL areas of law enforcement with a proven track record.	11/14/2020 5:33 PM
978	Hire the right person, don't hire someone just to "make a statement". Dallas crime is a major issue and 911/police response times are an embarrassment and terrifying	11/14/2020 5:22 PM
979	In my opinion, our current City manager is well overpaid in his position as resources should be used more efficiently and effectively to support the men and women that protect this city. Not only do we need a skilled chief of police but I would highly consider a replacement for the city manager position.	11/14/2020 4:55 PM
980	Add more money to the Police budget	11/14/2020 4:36 PM
981	Remember that safety of citizens is primarily CoP duty, not being politically correct. Law and Order over politics.	11/14/2020 4:34 PM
982	Crack down on crime! Dallas is not a safe place to live anymore.	11/14/2020 4:30 PM
983	Be able to reign in police unions that subvert accountability for Officer infractions especially criminal acts of excessive force.	11/14/2020 4:11 PM
984	Evidence of creative problem solving in enforcement, homeless issues, crowd control and community policing projects that have measurable outcomes.	11/14/2020 3:21 PM
985	You might think about advancing one of our current police officers instead of looking outside for someone again whom nobody knows and resents from the start. You might also ask the entire police force whom they think would make a good police chief. That might be enlightening. On of my children had a soccer coach in lower school who always let the team select its kicker for a free kick. They knew who was the best kicker.	11/14/2020 3:07 PM
986	Choose the BEST person not gender or race. Choose a person with integrity and experience. Choose a person who has a self interest in the city of Dallas. Choose a person who will not give in to politics. Choose a person who rose up from the ranks. Choose a person who is fair. Choose a person who will be transparent even if the majority won't agree.	11/14/2020 2:51 PM
987	Hire someone who is going to stand with the police and law and order in Dallas. I moved from Frisco a year ago and my husband works out of town during the week. I've heard gunshots 3-4 nights a week, on top of that seeing the other things popping up on here. In Frisco I didn't like my door to my house when I was out. I won't go out after dark. The police need to be 100% backed by the city, fully funded, and available. There was gun shots and yelling right by my apt several weeks ago. I called the police they said they had already gotten calls and dispatched someone. I never heard or saw any police cars at all. Uptown was a safe place. This country was a safe place. I feel trapped in my apt.	11/14/2020 2:19 PM
988	You need a chief that leads by example and from the front not in an office. The chief needs to hold officers accountable, but also stand behind them when they are right in what they do.	11/14/2020 2:17 PM
989	The diversity of Dallas and the need for fair, but strong police force to reduce the crime in the city. Fair salary for all police officers	11/14/2020 1:58 PM
990	We need leadership that can recruit and retain top talent, use innovative methods to reduce crime like Camden NJ, and transparency. Chief Hall has been a disaster and has set this city back years. Our taxes are so high, yet we are not able to depend on our police department to respond in a timely manner.	11/14/2020 1:35 PM
991	That he is more open to public and city officials opinions and not racially biased.	11/14/2020 1:12 PM
992	Please select a chief who will have the back of the officers instead of throwing them under the bus.	11/14/2020 1:11 PM

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993	Prior jobs and record in police work	11/14/2020 1:02 PM
994	<p>DPD officers were at one time a "high and tight" organization and looked the part physically. Today, citizen's and visitor's first impression of our officers see a baseball cap wearing, scruffy bearded, sloppily dresses officer. Although I understand Chief Hall, when first hired, needed some early wins with officers, allowing the rank and file to push this envelop and now look so unprofessional was a mistake. These officers should practice how they play as well as train for not only difficult tasks but also for everyday interaction with the community they serve. The task of repairing relationships within the department and the community requires communication; both from DPD administration and street officers during good times and bad. Although I certainly understand proper posturing when necessary, not every interaction requires an oppressive approach. The next DPD chief has got to walk that same walk and sell that same idea. And when officers decide to ignore that guidance/policy change and act inappropriately, the department has to be ready to terminate or reassign those officers to another less "burdensome" responsibility. Doing this will not be easy...unions continue to have a choke hold on the department Inroad have to be made with the leader hip of each union And if none can be made, apply policies and lean into the problem. Yep, new leadership has to have the back of City Hall. With the right person, the right recipe can be achieved. Although it may take time and send poor officers another direction, it's the right thing to do and the right time to do it. Thank you in advance for taking the time to get this right. I look forward to hearing progress.</p>	11/14/2020 12:50 PM
995	<p>2020 should be a year of transformation. The City of Dallas has the opportunity with this new hire to set a new tone. Let's be a positive example for the nation. We have racism and implicit bias to fight. When you asked our race/ethnicity, filter by those who are disproportionately targeted by police and this to their priorities.</p>	11/14/2020 12:40 PM
996	<p>Art Acevedo is well respected in Dallas. Please do not bring in someone with no Dallas history or connection.</p>	11/14/2020 12:22 PM
997	<p>We need the next chief too be someone currently in the Dallas Police Department. Someone who has "come up through the ranks" and knows our community. A good example was chief David Brown. He was an effective chief who came up through the ranks of the DPD and knew the city and our needs quite well. Chief Hall may have had the qualifications, but she was way in over her head here in Dallas. We need someone who is proficient in recruiting and retaining quality people in the department. The new chief should also be sensitive to the needs of the communities that the department serves. Community based policing is paramount. Please don't hire a chief on their appearance like was done with Chief Hall.</p>	11/14/2020 12:09 PM
998	N/a	11/14/2020 12:03 PM
999	<p>Hire someone who is going to stand with the police and law and order in Dallas. I moved from Frisco a year ago and my husband works out of town during the week. I've heard gunshots 3-4 nights a week, on top of that seeing the other things popping up on here. In Frisco I didn't like my door to my house when I was out. I won't go out after dark. The police need to be 100% backed by the city, fully funded, and available. There was gun shots and yelling right by my apt several weeks ago. I called the police they said they had already gotten calls and dispatched someone. I never heard or saw any police cars at all. Uptown was a safe place. This country was a safe place. I feel trapped in my apt.</p>	11/14/2020 11:58 AM
1000	<p>I like that Chief Hall came from a big city with its own issues. I think that's important in a Dallas Police Chief, if he/she comes from another big city.</p>	11/14/2020 10:57 AM
1001	<p>I would like the City manager who is fair, even-handed, and values true diversity. Picking only five characteristics in the #9 and 10 was quite difficult.</p>	11/14/2020 10:41 AM
1002	<p>In all my years in Dallas, the DPD has consistently held the reputation to act intimidating and powerful and inconsiderate of any individual. They do not care to help or listen when people present problems and concerns. I have many times had police either ignore a dangerous situation or try to "punt" the concern to some other person or obstacle.</p>	11/14/2020 10:22 AM
1003	<p>What happened with this summer's protests was deplorable. DPD needs to build trust with our community and ensure that we have appropriate training for our officers re implicit bias. We know they work very hard and really appreciate them but that doesn't mean this year didn't shine a light on opportunities we have to get better.</p>	11/14/2020 10:14 AM
1004	<p>Please patrol Oak Cliff.</p>	11/14/2020 10:02 AM

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1005	Can we get someone that doesn't lie to the public about shooting non-lethal rounds and using tear gas? I understand there my be times when those are necessary, but a peaceful protest on a bridge wasn't one of them. That was an ambush, and then lying about it to the public was just unforgivable. We need an honest leader of DPD.	11/14/2020 9:29 AM
1006	The Dallas residents need to feel safe and protected. If the new Police Chief puts a policy into effect, the community needs to follow through and support the Chief.	11/14/2020 9:18 AM
1007	No politics should be involved.	11/14/2020 9:10 AM
1008	Need to be involved in the communities and there need to be a trusting bond with the young generation And know how to train officer to deescalate and situation instead of police force	11/14/2020 9:02 AM
1009	The opinions of the council and community	11/14/2020 8:52 AM
1010	Hire from within the department. Plenty of chiefs in DPD that know the issues and understand how to overcome. Don't bring in someone from a different department that has no clue as to what or how to tackle issues.	11/14/2020 8:49 AM
1011	He needs to be impartial and select the most qualified individual for this position. Do not hire on the basis of color or gender. When he hired Renee he knew of her reputation in Detroit snd still hired her.	11/14/2020 8:32 AM
1012	Do not consider race or gender or anything else. Simply consider the persons qualifications. Dig into their past—if there are hints of racism, or bigotry, or homophobia, then do not allow them to explain. Just move on to next candidate.	11/14/2020 8:31 AM
1013	Should be male, educated, decisive, open and in his 40s or early 50s. Also, be in good shape and who insists his officers treat citizens with respect and hold officers accountable.	11/14/2020 8:30 AM
1014	Although I understand the need for diversity the City Manager should not use race or gender as a choice for selecting the Chief. Get the right person.	11/14/2020 8:29 AM
1015	Consider a Chief of Police that will strengthen the onboarding evaluation process of new recruits. This would include psychological tools that would screen out racist, violent and unstable candidates while screening in candidates that truly want to serve and protect. Mandate an annual psychological evaluation of ALL current police employees (from beat cops to the Chief of Police) to screen for racist, violent , authoritarian behavior and to screen for PTSD behavior. The next Chief of Police needs stress diversity and inclusion and above all promote community involvement. The Chief of Police needs to be an advocate for their staff, but hold them accountable when necessary and be the bridge to the various community shareholders, organizations and advocates. The person chosen should advocate for better pay to attract the best talent for the City of Dallas. The Chief of Police should be a visionary to redefine policing and be bold enough to cooperatively work with social and public health agencies where necessary. The Chief of Police must be astute enough to realize the current modus operandi is not working.	11/14/2020 8:28 AM
1016	Someone who has a high case closure rate. No one cares about politics. They only want cases solved.	11/14/2020 8:04 AM
1017	Reducing escalating crime is job #1 and city manager & chief of police are failing at this. Police need to be given resources to do their jobs and not have tools taken away from them. New chief needs to make reducing crime and making Dallas safe and supporting police biggest priorities. Better culture for police needs to be established so needs to be a strong leader.	11/14/2020 7:43 AM
1018	Get the best person for the job; make decision on that basis alone, not politically driven.	11/14/2020 7:40 AM
1019	There has got to be more accountability for officers' behavior. That will go a long way in building trust.	11/14/2020 7:34 AM
1020	This position has become too politicized. Integrity and competence need to be front and center	11/14/2020 7:31 AM
1021	Fair minded. Resourceful. Cares for the community.	11/14/2020 7:30 AM
1022	He really needs to get ir right this time! Dallas is growing at an insane amount and crime, homelessness, and violence is increasing yearly! We must have a plan in place to reduce pandhandlers on major intersections and homelessness as they are coming into the major suburbsz.	11/14/2020 7:11 AM
1023	This should be a common sense hire, not a politically expedient hire.	11/14/2020 7:09 AM

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1024	Get a leader who can communicate to the public.	11/14/2020 7:01 AM
1025	Support our police force. Give them a raise.	11/14/2020 6:51 AM
1026	Make the selection based on t the he best candidate at policing. Do not select based on someone's agenda to enact social change unrelated to the job of policing.	11/14/2020 6:50 AM
1027	Selection does not necessarily need to be someone from the Northeast nor West Coast.	11/14/2020 6:48 AM
1028	No	11/14/2020 6:45 AM
1029	Whomever comes in needs to be able to manage pressure from corrupt or police with wrong habits. The top priority in my opinion is built community trust. This, is the umbrella for a lot of what is in questionnaire — education, politics, strategy, crisis management, communications, etc. and ability to set and manage the right team to do so.	11/14/2020 6:30 AM
1030	No quotas. Hire the best . Be fair but not politically correct.	11/14/2020 5:53 AM
1031	Pick Malik Aziz!! He's under your nose!!	11/14/2020 5:51 AM
1032	I really don't appreciate all the selections in the survey that are straight political. A false perception has been created nationally and here we are catering to it by some of these selections. Millions upon millions are tired of this behavior by the political establishment. It jumps out of this survey. Hire the beat person for this job that talks about developing a culture. Then stand behind them.	11/14/2020 5:51 AM
1033	Hire someone that is committed to holding ALL officers and staff accountable, is committed to having strong communication updates (social media/PR), and stands behind social justice. We need someone who is proactive not reactive in community engagement.	11/14/2020 5:26 AM
1034	Needs to be a firm believer in Law and Order.	11/14/2020 5:25 AM
1035	Hire someone who will do the RIGHT thing and not something that appeases the city council, mayor, or certain groups advocating The POLITICALLY RIGHT thing to do.	11/14/2020 5:13 AM
1036	Someone within the department or a person who has worked for the Dallas police in the past	11/14/2020 5:06 AM
1037	I ask that the next chief be a person committed to progressive, community-based solutions to policing that do not further endanger the most vulnerable populations in Dallas. The uptick in crime should not be viewed as "police vs. criminals", but struggling Dallas citizens with few resources and a network of community leaders motivated to helping them access resources.	11/14/2020 4:56 AM
1038	I would for him to consider someone who is not prejudice and when these white officers kills black people for no reason and lie about it with that bs they were in fear of their lives or I thought it was my taser or I didn't mean to shoot or I just felt like killing a black person just because I have a do what I want and get away with it badge. The chief need to make sure they are held accountable for their actions even with police brutality they need to be punished just like if they were someone off the street. It does not need to be well since they are officers of the law we have to investigate before any arrest. No, they need to be picked up handcuffed taken to jail and sit in there just like anybody else and all this well they will be fired on leave without pay that needs to be over with cause they will just do it again they need to be treated like the criminal they are and all that manslaughter for a lighter sentence the hell with that they flat out murdered someone so guess what they are murders and that's how they need to be charged and dealt with. Stop playing games with these dirty crooked prejudice officers and get them out of the police department before we lose all of our innocent black men, children, and women. It's sad it's bad enough the black community is so brainwashed they killing each other [REDACTED] when we gone come together and we can't if the police don't even have our backs because when we call we get killed and that's facts. Thank you	11/14/2020 4:53 AM
1039	Law and order; understanding of the Constitution and the rights of citizens to defend life and property via 2nd amendment; no toleration for violence, rioting, and civil unrest regardless of the reason; protection of 1st amendment rights of all citizens; back the police officers and their need for protection of themselves and others; public recognition and promotion of the heroic acts of officers; public communication of the limits of police to solve social issues (e.g. homelessness, poverty, broken homes, etc.) and the problems that ensue; public communication of need for police to develop partnerships between corporate business leadership, city leadership, and religious leaders; communication of the need for funding the police for law and order purposes and the constant reinforcement with statistics of successful police involvement to counter the false narrative based upon isolated and non-systemic	11/14/2020 4:21 AM

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instances of abuse; distinguish in communications to public between law enforcement and criminal justice reform needs. The city manager and mayor should back the police chief 100% in these efforts and the Dallas City Council should be exposed. You cannot over-communicate. Make it a blitz of communications - locally, state and national to get the attention of the public. People take notice when they understand how policy affects them personally - particularly their finances.

1040	Honesty & integrity should be a given in this search. More community involvement in the interview process.	11/14/2020 4:16 AM
1041	Someone that has a proven track record that they can handle the job.	11/14/2020 2:13 AM
1042	We need someone who understands the current climate re: racism but also wants to curb the escalation of violent crime we have been experiencing in downtown. Someone who will set an example for the other officers, especially in regards to equality across genders and races.	11/14/2020 1:14 AM
1043	Increasing inequality is a major driver in increases in crime. So to expect that we can reduce crime strictly through policing is setting up new leadership to fail. You have to also factor in major areas causing inequality and try to mitigate them through other policy/budgeting/prioritization.	11/13/2020 10:47 PM
1044	The police often do not show up. I lived in Dallas proper for 7 years but just recently moved to Richardson as I have zero confidence in DPD being able to keep me safe.	11/13/2020 9:53 PM
1045	Merit based	11/13/2020 9:43 PM
1046	Hire the most talented person for the job to get Dallas crime under control and then support that person. Forget about all the political correctness and other BS and just let him/her do the job.	11/13/2020 9:30 PM
1047	Don't base it on color of skin..they don't have to be black or brown or white..base your decisions based on qualifications. Otherwise, you will continue doing this over and over..definition of insanity!	11/13/2020 9:26 PM
1048	He needs to use the Police Executive Research Forum to select qualified Police Chief applicants. He made the last hire, even though she did not meet the minimum posted requirements advertised for the job. Because he knew her prior. She was not picked by the committee, she was the last one the list. But he over ruled the selection made by the committee and hired her. This practice needs to stop. He did not want strong leader he wanted someone he could mold and control and look at how that turned out. The selection needs to be reviewed by the entire council, police associations and a committee of citizens that can express what they are looking for in a police chief. The city manager cannot just go through the motions to select a police chief and select a friend. He destroyed our confidence in his ability to make the right choice. He was willing to sacrifice the city's safety to hire a friend. Now look at the results violent crime is out of control.	11/13/2020 9:03 PM
1049	Safety and security of the community should be a police department's priority. A police chief should have good experience and the qualities of a strong leader, with the utmost respect for their fellow officers and respect for their community. Dallas needs someone in charge that knows their community well but understands that the primary role of police are to keep their citizens safe, and keep crime down. In my opinion, identity politics or political "wokeness" should not be considered.	11/13/2020 8:55 PM
1050	I would like him violent crime, street racing, the increase in robberies/crime in our suburbs (District 13) and homelessness to be addressed.	11/13/2020 8:52 PM
1051	Make it someone who actually wants to make things better not just to maintain the status quo	11/13/2020 8:42 PM
1052	A Black or Hispanic police chief. Hopefully, someone who grew up here in Dallas- Det. Calvin Johnson .	11/13/2020 8:42 PM
1053	Emphasize experience and policing hot spots in the city more aggressively	11/13/2020 8:39 PM
1054	Many people in the city believe the city manager will now look for a Hispanic chief because Dallas has yet to have one. If he wants to check that box, as he did with hiring the first black female chief, please make sure he/she at least meets the necessary requirements. Chief Hall should have never been hired and the department is now in worse shape than when she arrived. The next chief needs to have experience running a good sized department - not just part of a department. We don't have time for the new chief to grow into the position. He/she	11/13/2020 8:06 PM

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must be able to hit the ground running with deeds, not just words that sound good. It is obvious Chief Hall knew the right words to say - let's make sure the next chief can go beyond just saying the right thing.

1055	For the love of God, please, please, PLEASE don't pick another woefully unqualified diversity hire. Men and women are literally being murdered in the streets. Stop trying to please the identity politics morons, and hire the best possible candidate for the job. This job is just too important, and Renee Hall was a complete and total failure. Honestly, she reflects more poorly on the people who selected her than anything else. Go find a cop's cop, someone that can actually inspire and lead the department. Find someone who put in 12+ years in patrol and investigations, who knows how to work a snitch, who knows how a buy bust works, and who knows how to get the community on his side. No more box-checking ladder climbers who spent 3 years on patrol followed by 8 years of kissing ass administration jobs. Police work is too important, too specialized, to pick someone who doesn't understand or comprehend the day-to-day work of the officers who work for the DPD. Have each candidate you interview bring their issued body armor with them. Smell it. If it smells clean and fresh, don't even bother asking questions. If they haven't worn it long enough to sweat in it, they're not worth our time as a city. We can't afford another Hall. People are dying.	11/13/2020 8:04 PM
1056	That he would considered to have input from the community. Espasuly the areas that have higher crime. Those people that live daily with fear can till what is needed to help their neighborhood. The chief of police must have an open mind that we need more officers in dallas . This officers must know thier community and be trained strongly to when they need to used force.	11/13/2020 8:02 PM
1057	We want someone that is honest and fair and isn't afraid to do the right thing, despite what others think MIGHT be the right thing.	11/13/2020 7:55 PM
1058	Get it right this time! Hire an experienced Chief with a proven track record.	11/13/2020 7:45 PM
1059	Work closely with animal control to mitigate the stray dog epidemic in south dallas	11/13/2020 7:43 PM
1060	I can't stress enough the importance of proper training and holding police accountable for their actions. Seeing young Black people murdered by officers that are not (or barely are) held accountable destroys community trust. There should never be another Amber Guyger & Botham Jean situation. I'm personally even more fearful to contact the police with the country in such a divisive state. I can't help but wonder/assume I could come across an officer with unchecked implicit bias who could kill me or my loved ones and get a slap on the wrist. I would like to see the city rethink policing and consider dispatching licensed professionals in appropriate situations to alleviate stress on the police & de-escalate the situation by using more appropriate resources. Lastly, the department should have a policy regarding officer transfers to/from DPD if they have had violent/concerning/questionable incidents on/off duty. The cycle needs to be broken.	11/13/2020 7:40 PM
1061	We want the most qualified person for the job regardless of what they look like.	11/13/2020 7:24 PM
1062	reduce crime	11/13/2020 7:15 PM
1063	Crime, including violent crime, has increased dramatically. This has to be corrected. We need more police empowered to stop criminals and crime. The police are not the enemy, they are being treated as guilty before innocent and the criminals portrayed as innocent upstanding citizens, this must be reversed.	11/13/2020 7:14 PM
1064	Can we get Chief David Brown back in Dallas ? He was great . I really liked Chief Hall and I am sad she is gone . This movement to defund the police is wrong and it's backed by people who know nothing about police work and how hard it is . I have seen more violence in Dallas over last year than any of my years of living here since 1987. We need more police versus less . We need a leader who can handle the tough issues . We don't want a George Floyd situation ever to happen but we don't want men shot in broad daylight on a freeway either . We need law and order and I am thankful for Dallas and for Chief hall and not letting happen here what happened in Portland and Minneapolis , etc.. please choose someone who is strong and secure in who they are . A good leader will empower his followers to do their best everyday .	11/13/2020 7:12 PM
1065	Get rid of qualified immunity.	11/13/2020 7:09 PM
1066	A person who is God fearing and prayerful, standing tall in moral values, honesty, and antiquity. Also a person that was born and reared in Dallas, Texas.	11/13/2020 6:51 PM

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1067	Crime is going up in Dallas and I don't even feel safe walking my dog alone in my neighborhood anymore. We need strong policing to keep it from becoming another dangerous, decaying large American city. Please focus on hiring a strong, highly qualified, unpolitical police chief. They should be fair; however, citizen safety should be the top priority, not social justice.	11/13/2020 6:18 PM
1068	Good luck.	11/13/2020 6:16 PM
1069	I personally think Chief Hall was a good Chief but no one had her back. It was her fault murders increased, it was her fault people violated the law during the protests and it was her fault that she was not getting the crime down. NONE OF THAT WAS HER FAULT. Someone should have spoken up and supported her instead of letting the press slay her in the paper. It should have been no one's business when she took medical leave except the people that she left in command. Somehow it was leaked to the paper and then all kinds of speculation was bantered around. I think that was a gender biased accusation about why she was out sick. It was no one's business and I dare say if it had happened to a man no one would have asked questions as to why he was out sick. This woman was never given a chance and I believe part of that was because she was a woman. The City Manager should have had her back for the first three years. It appears he let her down. Next time he needs to be there every step of the way until the new chief is on solid ground.	11/13/2020 6:14 PM
1070	We need a chief that will let police do their job and not try and limit them	11/13/2020 6:13 PM
1071	Please make this process highly visible to bring to the attention people so they believe it is a priority. Thank you.	11/13/2020 6:09 PM
1072	Officers need a chief they believe in and are willing to follow. Also, how promotions are done within the department needs to change. Most of you supervisor have little to no management experience and it shows. Simple taking an exam and talking to a board of individuals who have no idea who you are or your work ethic is the worst way to promote some one to management.	11/13/2020 6:03 PM
1073	My experience as a common citizen in a comfortable job is that the police are expected to do way more than "catch bad guys". I can't imagine that the Police Academy teaches the police how to handle mental health, homelessness, domestic abuse and other issues. So each one of those issues deserves an expert for that. So let's not hire 900 new recruits from the police academy. Let's hire 300 from the psych grad studies department, 300 from the police acadmey, and 300 the social work school at UT (shameless plug). And let's teach the operators to also be equipped to understand who to send when people call 911. Maybe it's not even 911 they call? Maybe there are different number for different thing ? Maybe that' too difficult. But there's solutions that don't mean more money, just the same money spent differently.	11/13/2020 5:55 PM
1074	Don't need to over pay the lead but make sure the men and women of the force are compensated appropriately so they will stay with the department. Don't cut overtime when it is most needed!!!! Make sure officers are trained appropriately and are mindful of all. Quit throwing a bandaid on issues and restrict them. Do not constrain officers to be able to do their job. If they need to chase someone that is a danger, allow them to do so. Hire a highly qualified individual with a proven record. Don't pay the city manager and other overpaid staff less than you do the new police chief.	11/13/2020 5:44 PM
1075	While holding employees accountable, consideration of individual errors/mistakes....hire and encourage more police men/women for the city.	11/13/2020 5:36 PM
1076	Give her/him the resources needed. Stop with the BS political correctness. Crime seems to be on the rise in Dallas, and police are what the solution is.	11/13/2020 5:32 PM
1077	Police are CRITICAL to the safety of this community. Remember that!!!!!! Keep your liberal politics out of it!	11/13/2020 5:18 PM
1078	I would consider age / modern thinking into this as well. From my experience, it feels that older politicians / government officials seem out of touch with today's society. The younger generations have a completely different set of ideals and principles that were not a priority 10-20 years ago, so this police chief should reflect that updated way of thinking.	11/13/2020 4:55 PM
1079	Please hire someone who has good experience, integrity and empathy for this role.	11/13/2020 4:54 PM
1080	Police should not be responsible for fixing all of society's problems. Don't neglect other civic organizations that could better address complex issues like homelessness, drug abuse, etc.	11/13/2020 4:46 PM

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Put as much effort and resources into those entities also.

1081	I think that Malik Aziz should be your next Chief of Police. He is the epitome of Community Policing.	11/13/2020 4:42 PM
1082	No	11/13/2020 4:36 PM
1083	I think it is important that the new police chief have some familiarity with the Dallas area. Or at least the state of Texas. I think Chief Hall tried her best, but came from a totally different environment and had difficulty adapting to Texas.	11/13/2020 4:35 PM
1084	We need to reduce crime in Dallas and make our neighborhood safer. We need more policemen. I'm not referring to major crimes but assault, breaking and entering, drug trafficking. COVID made me work from home and experienced crime in my neighborhood like never before. Please watch our neighborhood!	11/13/2020 4:32 PM
1085	We live in the 75230 area, we have significant protest crime, with burglary, vehicle theft and frequent home and car break ins. Last year a woman was murdered in her driveway during an attempted car jacking. #1 priority in Dallas should be decreasing crime. DO NOT Defund the police. We need more police officers not less. Police are not the problem, the criminals are.	11/13/2020 4:22 PM
1086	Both the Police Chief and rank and file officers need a tutorial concerning mental health disorders so that they have an awareness and confident ability to better evaluate a situation instead of resorting to deadly violence as their only tool. Training must ensure that deadly force is the last resort.	11/13/2020 4:09 PM
1087	Please find someone who understands the drastic increase in crime that Dallas has experienced and will do everything in their power to do whatever it takes to reduce crime.	11/13/2020 4:02 PM
1088	Someone who will work with Dallas to make changes that are positive and steer the people of Dallas for positive change, too.	11/13/2020 3:56 PM
1089	Someone who has no obligation to political parties or major corporations. A person that will not be obligated to another other group or idea other than the people of Dallas City.	11/13/2020 3:55 PM
1090	Enforcement of laws.	11/13/2020 3:47 PM
1091	Someone who understands the issue of Police Brutality in the US.	11/13/2020 3:41 PM
1092	Select someone qualified for big city policing. Please do not appoint because of their race, religion or other reasons not applicable	11/13/2020 3:33 PM
1093	find a new city manager.	11/13/2020 3:26 PM
1094	If Dallas is not safe, there are many alternatives for people and businesses. The ones we need the most will leave.	11/13/2020 3:17 PM
1095	Help reduce the violent crime in uptown Dallas! We need more police in the area on a full time basis.	11/13/2020 3:03 PM
1096	The enforcement of laws along with consequences are paramount. Discretion from officers and the courts is important as well. But making excuses for unacceptable behavior is not the answer. One only needs to understand human nature to know that it does not work. As humans we will never reflect through introspection when not held responsible for our actions. Too much for me to text but if interested in more feel free to call me at work and I would be honored to share more. I have personal experience in this area. 214-526-4224 and ask for Rodney. Leave a message if I'm not there and I will call you back. Thank you.	11/13/2020 2:58 PM
1097	The police must have adequate funding.	11/13/2020 2:57 PM
1098	Try to get consensus from three people YOU trust about who you choose.	11/13/2020 2:57 PM
1099	I believe that we need a police chief who will actually enforce the laws and stop ignoring offences because it is inconvenient (i.e., shoplifting, loitering, panhandling). It isn't a police chief's function to decide what laws to enforce, that belongs to lawmakers. I believe that the trend towards lax/no enforcement has led to the increase in violent crimes.	11/13/2020 2:40 PM
1100	Good luck!	11/13/2020 2:25 PM
1101	Find a police chief who will not consider that protecting bad cops from accountability is the foremost goal of the job.	11/13/2020 2:22 PM

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1102	Start making arrests for protesters! As a black woman, this is EMBARRASSING. Thank you Dallas Police Officers! And please arrest Clay Jenkins and Eric Johnson. Charge them with being scumbags to Dallas County and the city of Dallas and being racist democrats.	11/13/2020 2:19 PM
1103	Anyone considered should understand that the primary role of the DPD MUST BE to protect and serve the people of Dallas. It is not to wage a war on crime, it is not to promote heavy handed responses to nonviolent protest, and it is not to continue to enforce a system of laws that prejudiciously targets the most vulnerable members of our community. Further, the chief must be willing to stand up to Mike Mata and the police unions that have made it impossible to hold officers accountable for their bad actions. Case in point, after Ofc. Amber Guyger murdered Botham Jean in his living room, she was afforded the opportunity to speak with multiple officers and Union reps in unrecorded interviews immediately following the murder. The average citizen of Dallas would never be given this opportunity. The placing of officers upon an unimpeachable pedestal must be stopped, and a man or woman that is not willing to hold their officers accountable quickly and publicly is undeserving of the title and authority of Chief in America's ninth largest city.	11/13/2020 2:17 PM
1104	One of the first things the new chief needs to do is to finally get the department fully staffed. We need a chief who can build a department and keep it together. We are paying higher taxes every year for a smaller police force while violent assaults and murders are climbing. Meanwhile the detectives are struggling to keep up with new cases. Also, this hire needs to be the best qualified candidate. Qualifications do not include the candidate being of a certain race. This is a diverse city and this diversity should be reflected in our public officials.	11/13/2020 2:10 PM
1105	As long as the police chief can put down violent crime and punishes bad cops, there's not much else I want.	11/13/2020 1:56 PM
1106	Get the specialized help needed to make sure our citizens with mental illness are handled properly and not criminalized. Have all police wear and activate body cams at all times. Respect peaceful demonstrators and recognize they are not the looters and other factions that destroy city and personal property of others. We live in a democracy at peaceful demonstration is our sacred right.	11/13/2020 1:51 PM
1107	I do feel an increase in crime and have increased concerns for safety in Dallas. I would like for that to be addressed as a priority for our new chief. Thank you.	11/13/2020 1:47 PM
1108	Ignore politics	11/13/2020 1:44 PM
1109	I think we need someone with a proven track record.	11/13/2020 1:42 PM
1110	Personal integrity and a willingness to be transparent are key in this hire.	11/13/2020 1:40 PM
1111	Collectively the 5 or 6 Heads of the City of Dallas largest Departments and including the City Manager lack the ethic diversity of the City itself. There are multiple ramifications to this including attracting talented employees, relocating companies etc. Diversity should not be the only criteria but a major consideration and it needs to start somewhere. Police Chief Hall reported to how many different committees, councils etc.that it is unworkable position. I see the City of Dallas Police Chief position as a very high paying, resume building spring board gig to attract talent for a short duration.	11/13/2020 1:37 PM
1112	Bring is someone who will stop the loud aggressive bike racing that is taking over our city. It is aggressive and dangerous.	11/13/2020 1:34 PM
1113	Must be a conservative, NOT a liberal.	11/13/2020 1:34 PM
1114	Priority on stopping the overwhelming amount of crime the blacks create	11/13/2020 1:33 PM
1115	As long time resident I have been impressed with David Pughes-why not hire someone who really knows Dallas	11/13/2020 1:31 PM
1116	Hire best person for job regardless of gender,age, or race.	11/13/2020 1:28 PM
1117	Involve Mayor and City Council members. Get their suggestions and comments.	11/13/2020 1:22 PM
1118	If he hires another poor candidate will the Council remove the Manager because he hire the last Chief as well.	11/13/2020 1:14 PM
1119	Sometimes for the safety of the community, a leader has to make unpopular choices. Clay Jenkins is an example of that. You need a chief who is able to go against the grain and be able	11/13/2020 1:12 PM

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to articulate to the public why s/he made the decision but also stand by that decision, particularly during this time with the pandemic and overall general social unrest.

1120	Get the best person available. Stop worrying about color and sex of the person. How has that been working? Get the best available person that will enforce the law and reduce crime.	11/13/2020 1:08 PM
1121	Please don't make another choice based on skin color or sex. Get someone qualified for a change!	11/13/2020 1:07 PM
1122	Serious due diligence in the vetting and selection process. Someone that will be a strong leader, able to stand firm on all truths.	11/13/2020 1:04 PM
1123	Accountability	11/13/2020 12:58 PM
1124	Consider hiring someone currently employed by the Dallas Police Department or employed currently at a department in the Dallas-Fort Worth area.	11/13/2020 12:58 PM
1125	Hire a police chief who realizes that poverty is the source of crime and is willing to forego a significant portion of their DPD budget to actually stop crime before it starts by having it reallocated to anti-poverty investments (e.g., affordable housing, emergency shelters, nutritious food access, all City workers making a living wage- \$24/hr). If we really want Dallas to be a safe place for all, every resident must have food on the table, a roof over their head, and a good paying job. Until that happens, we are wasting time and money while thousands suffer. No amount of police- an inherently reactive apparatus- will stop something caused by desperation. Let our officers stop having to be social workers, mental health professionals, housing experts, etc. and let's invest those funds, instead, in those who know that work best. Find a candidate who understands that and hire that person to be the next leader of DPD.	11/13/2020 12:54 PM
1126	Education and experience are important	11/13/2020 12:52 PM
1127	The City of Dallas is short 900 officers thanks to the corruption of the City Manager and Mike Rawlins. Because of this crime is at an all time high. It is not all the chief's fault for the crime rate. But the city does need a Chief that has several years of patrol experience in order to know what strategies work.	11/13/2020 12:48 PM
1128	No	11/13/2020 12:40 PM
1129	Our family backs the blue. We are grateful for the men and women who wear the uniform and protect our city. We are saddened that a lot of those in the police force feel they have been demonized in the past few months. Police brutality does exist, as does racism, but across the USA, it is the exception not the rule. A overwhelming majority of police officers across the country are hard-working, honest and fair. And much of the police officers are people of color themselves. Our family is strongly AGAINST defunding the police. We need to attract a police chief and police force to our city who are well paid, respected, strategic, community-building and great at their jobs.	11/13/2020 12:33 PM
1130	Hire based on merit and not skin color please!	11/13/2020 12:33 PM
1131	Chief must support foot pursuit, neighborhood assigned officers, demand higher pay and more officers. Roads and police should be our ONLY expenditures.	11/13/2020 12:30 PM
1132	RESULTS - Keep the citizens safe	11/13/2020 12:22 PM
1133	Remember the Chief of Police works for EVERYONE in Dallas.	11/13/2020 12:20 PM
1134	He should step down! The city wouldn't find itself in the position it is if he was gone!	11/13/2020 12:18 PM
1135	NA	11/13/2020 12:18 PM
1136	Focus on law enforcement. Crime Reduction. Building back up our ranks from the last two disastrous chiefs.	11/13/2020 12:13 PM
1137	Please prioritize measurable qualifications, experience, and character over superficial qualities like race or gender.	11/13/2020 12:11 PM
1138	Screen social media for violent comments, punisher skulls, other signs of radicalization/militancy. Better yet just get rid of the police.	11/13/2020 12:11 PM
1139	Dallas needs the best of the best. We are a city on the world stage, and needs a leader who is experienced and even-keeled.	11/13/2020 12:11 PM

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1140	No	11/13/2020 12:11 PM
1141	Know this is a difficult position to fill - Be sure the candidate also supports fellow officers and builds trust among the department.	11/13/2020 12:04 PM
1142	Finding solutions to homelessness is a priority - but it seems like we criminalize the homeless if it is a police priority. Some money given out of police budget could be allocated to another department to find real solutions for this problem. People are suffering. Help them with all the money we have in Dallas.	11/13/2020 12:03 PM
1143	Throw away the "guides" he has used on previous hires. Based on his track record I really wonder if he is best person for this process.	11/13/2020 12:02 PM
1144	Consider candidates from within DPD when qualified please. Let's try to retain and grow our folks and our communities. Thanks	11/13/2020 11:58 AM
1145	focus on a proven track record	11/13/2020 11:57 AM
1146	Building trust within the police force and the diversity within our communities. I am growing more concerned about cyber crimes. I would like for DPD to create a chief level for internet crime. Thank you.	11/13/2020 11:57 AM
1147	Hi. Why the hell are u asking all these dumb questions? We need a Police Chief that ENFORCES THE LAWS. All that other stuff is crap	11/13/2020 11:52 AM
1148	Pay enough to get a really good police chief	11/13/2020 11:47 AM
1149	The candidate should be from Dallas. Too many police chiefs drift from City to City hiding their prior warts and our chief should know Dallas.	11/13/2020 11:47 AM
1150	Working with community leaders to strengthen relationships and neighborhood resources to support our police officers	11/13/2020 11:46 AM
1151	We need a strong leader to stand up for safety and fighting crime. We do not need someone who panders to the looters, rioters, mob destroying cities.	11/13/2020 11:45 AM
1152	Knowledge of our city	11/13/2020 11:42 AM
1153	Look at Detroit's police chief. He came from running a smaller city, (cinncy), but came to a city in Detroit that had major problems and has done an outstanding job. Study these police chiefs from city's doing well, and learn how they tackled it. This way you know WHAT you want your police chief to be and do.	11/13/2020 11:41 AM
1154	Preventing crime & holding criminals accountable is most important.	11/13/2020 11:40 AM
1155	Pick someone who exemplifies Christ- in both justice and kindness.	11/13/2020 11:38 AM
1156	Rigorous background checking. Taking Dallas' real problems and asking candidates for specific steps they would take to mitigate. Take on tour of problem areas. Introduce candidates to real people with real problems and see how they interact.	11/13/2020 11:36 AM
1157	Get feedback by consulting with David Brown as a great source on what we need.	11/13/2020 11:33 AM
1158	Consider the documented experience when offering the dollars to be paid because this City can't afford to lose a single penny.	11/13/2020 11:28 AM
1159	ROMOTE FROM WITHIN! Give the most knowledgeable, best trained local person a SERIOUS look. Don't always go outside, hire a search firm, spend our money when the best person is probably already here right under our noses! Also, whoever is selected, give them the authority to ENFORCE the laws, do not issue STAND-DOWN orders. Allow and demand ACCOUNTABILITY!	11/13/2020 11:28 AM
1160	Do not hire a social justice warrior. That's the problem you have currently. You need someone with a proven record and experience who is not afraid to put officers first and not succumb to the political pressure of of today's environment.	11/13/2020 11:26 AM
1161	Hire someone who has a track record of community involvement, is of color and who is committed to reducing violent crime.	11/13/2020 11:26 AM
1162	No	11/13/2020 11:24 AM
1163	No	11/13/2020 11:23 AM

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1164	Someone who is more interested in doing what is right rather than protecting police out of a misguided sense of loyalty.	11/13/2020 11:22 AM
1165	No	11/13/2020 11:21 AM
1166	Please hire someone who will help reduce crime and homelessness in our city. The person needs to be tough on all crimes- uses broken window approach.	11/13/2020 11:20 AM
1167	Good Luck!	11/13/2020 11:19 AM
1168	City Manager needs to reduce his salary by at least 60% (\$400k is grossly too much salary for CM of Dallas) and increase the salary for Chief of Police.	11/13/2020 11:18 AM
1169	Law and Order	11/13/2020 11:13 AM
1170	Hire a Cops Cop for a change! We should have learned our lessons by now regarding hiring PC correct people! Protect this city! Stop coddling BLM & other radicals groups! Protect Dallas and hire more cops. Stop taking down statues and hire more cops! Pay them more! Raise hiring standards! Hire more Cops! We are over 1000 short! Hire a REAL Chief, not some half politician! Pay them. Back them up! Do your jobs at City Hall! You people are political hacks and a joke!	11/13/2020 11:13 AM
1171	We have a good department, need to find ways to keep the good ones	11/13/2020 11:11 AM
1172	no	11/13/2020 11:10 AM
1173	Need a highly educated chief who can spread his or her conscience to the department	11/13/2020 11:10 AM
1174	Safety, security, trust and confidence	11/13/2020 11:02 AM
1175	We had 2 chiefs before Renee Hall who seemed to operate well with all constituencies. What factors led to their hiring? What factors led to their leaving? And please, please stop listening to the "defend police" voices. A good police dept, like Dallas has, already looks out especially for the poorest and most vulnerable. Police dept. needs more people and resources, not fewer.	11/13/2020 11:00 AM
1176	Defunding the police is not an option. For those who want to defund the police, they should not be allowed to enjoy the protection the police provide. You can't have your cake and eat it too. Stop the riots. Arrest them and put them in jail. Restore order to our city. Illegal activity is illegal and should be prosecuted.	11/13/2020 10:59 AM
1177	The Chief should hire/promote strong candidates, and then BACK them in the face of turmoil. The Chief should have the backbone to withstand media pressure in the absence of evidence of police misconduct.	11/13/2020 10:59 AM
1178	We need a strong police chief with a focus on crime and safety, not pandering to public or political pressure so we end up like Portland or several other cities in this country.	11/13/2020 10:57 AM
1179	Someone who is accessible and approachable. I think personality goes a long way- someone that can make both a homeless person and a politician feel at ease.	11/13/2020 10:56 AM
1180	I believe that, above all, our next police chief needs to be open, transparent, and embrace community policing with quality local officers, as opposed to highway patrol officers supplementing DPD officers in certain areas, especially south Dallas.	11/13/2020 10:54 AM
1181	Thank you for your hard work on this important job. I would like the community partnership aspect to also consider strong relationships and alliances with the DA's office and law enforcement. Also I would like to see a focus on human trafficking as it relates to innovative policing strategies.	11/13/2020 10:52 AM
1182	Police should protect and serve.	11/13/2020 10:51 AM
1183	Protect the public without regard to the immutable characteristics of any person or the financial status of any person or the political leanings of any person. Property destruction is the new "righteous" trend - so CoP needs to have a plan to protect working people and their property.	11/13/2020 10:50 AM
1184	No defunding of police	11/13/2020 10:49 AM
1185	N/A	11/13/2020 10:47 AM
1186	Our city needs a Police Chief who can reunite our community and our police force. We need someone who has a strong background in leadership and can be trusted by both their	11/13/2020 10:46 AM

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employees and by the community.

1187	I would like for him to consult with others in leadership positions. Even consider individuals outside city leadership. They should try to utilize someone on the force or at least familiar with the city....never understood the last hire.....seems ridiculous to hire someone that could not wear the uniform for a year...It seems we do not have a good track record on hires in this position	11/13/2020 10:45 AM
1188	Don't hire someone from a northern Democratic-held city for Dallas. Those people aren't capable and qualified for Dallas.	11/13/2020 10:43 AM
1189	Due diligence and common sense	11/13/2020 10:43 AM
1190	I am a life-long resident in the City of Dallas. I am raising my children here. But I have lived briefly in other states. The "woke"-biased nonsense is not good for Dallas; it's not good for any city. Please stop using this as guide. Look at other cities that have implemented these policies. Look at their police departments. Now ask yourself if you want that for Dallas. I know I don't, and I know Dallas police officers don't.	11/13/2020 10:43 AM
1191	We need to be sure our officers have appropriate training to treat all races with respect and dignity. Eliminate racial bias and brutality of police response.	11/13/2020 10:41 AM
1192	Please consider someone is who going to put forth the effort in actually solving the problems instead of just covering them up or faking stats to make themselves and the city look better, instead of actually being better	11/13/2020 10:40 AM
1193	reduce the police budget and reallocate it to fixing homelessness, decriminalizing drugs, and removing militant force from police hands.	11/13/2020 10:39 AM
1194	The new chief should not be from Detroit, Baltimore, Philadelphia, Chicago, Seattle, Portland, Los Angeles or San Francisco.	11/13/2020 10:39 AM
1195	The Chief needs to be able to work with dwindling resources as we continue our call & campaign to Defund the Police, reallocating resources toward homelessness, mental health, and drug abuse/addiction.	11/13/2020 10:37 AM
1196	The police need to understand the importance of protest and support and protect demonstrators in their freedom to assemble. Without that, there is no trust and would cause a failure in their ability to lead.	11/13/2020 10:35 AM
1197	In times like 2020, it is paramount to gain and promote trust not just in white and upscale neighborhoods, but also in communities like pleasant grove and Fair Park. Appointing someone that understands the need to allocate resources (more patrols, more training, more community outreach) to these lower-income and older neighborhoods will only improve community-police relationships and make Dallas a safer and diverse city.	11/13/2020 10:34 AM
1198	Hire the best person regardless of sex or race.	11/13/2020 10:32 AM
1199	I'm skeptical re- the effectiveness of diversity training and believe that the best point at which to tackle "race"-related problems is the hiring stage – I suspect we need to develop ways to test for bias and respectfully say no thanks to candidates who show unacceptable levels. I also believe the police have become excessively militarized and that we need to go back to an approach that is much more community-oriented.	11/13/2020 10:31 AM
1200	Make this an appointment of achievement and experience. Don't hire someone just because of their race to hope to temper certain communities within the city. This appointment is is not a popularity contest should be taken very seriously by the city manager and not just to satisfy certain elements of the community community. This is simply my humble opinion and I have and paid taxes Property and otherwise in the city of Dallas for over 35 years.	11/13/2020 10:31 AM
1201	Stop the rioting and hold rioters fully accountable.	11/13/2020 10:31 AM
1202	There's a big difference within the communities that is not currently taken into account when addressing Dallas issues as a whole. I've only been here a short time & maybe I'm missing something; It seems OC gets qualified officers for the most part, but in rationed amounts compared to other areas. Fear is not a reason to continue outdated policies that no longer work for the people of Dallas as a whole. The discrepancy's of how neighborhoods are policed appears to be quite variable. I see other comments as well w regard to the number of officers on site at a traffic stop. It is not uncommon to see. We have to acknowledge that a police	11/13/2020 10:30 AM

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chief is part of a team and the city as a whole needs to help the DPD in setting higher standards for QOL for all the people of Dallas.

1203	I would like to see some buy-in from the rank and file of DPD. It is hard to make changes in an organization as large as our police department without the backing from the employees.	11/13/2020 10:28 AM
1204	Please hire someone we can trust. I am a Democrat but I believe in a strong trusting police	11/13/2020 10:28 AM
1205	I'm not a Dallas resident anymore, but I lived in Dallas and Richardson from 1994 to 2012. Good survey! This was actually enjoyable to fill out! Thank you for seeking input!	11/13/2020 10:28 AM
1206	All lives matter, unify our city	11/13/2020 10:23 AM
1207	I honestly believe we have an amazing Chief in the seat currently. What we need is to allow her to do her job and give her the support she needs to make Dallas one of the best cities across the U.S. Replacing her means that a new Chief will have to start from ground zero. Nobody is perfect. She will never be able to make everybody happy but that's life. She has done an excellent job, implementing changes that the city has requested for years. We have never had a Chief with an open door policy. A Chief who offers EVERYBODY a seat at the table. The issues that take place this year was not isolated to Dallas alone. The blame put on Chief Hall was absolutely unfair. We can't put the crime taking place in this city all on her. We all know that DPD is a reactive police department. When she attempted to be proactive, having the troopers here, the people complained. When things don't go their way, they complain. The protesters have been very aggressive and disrespectful in my opinion. They attacked our police department...what did they expect the response to be?!?!? If it is anyway possible to keep her, I say keep her! Allow her the opportunity to continue to do the work she was hired to do. SUPPORT HER! She is NOT the problem! It's the Mayor and City Council if you ask me. We love and support Chief Hall. We don't need another Chief. Hiring another Chief now is not going to fix anything, it's going to make matters worse!	11/13/2020 10:07 AM
1208	This person will be a mirror of needs for every community under the Dallas Police Department protection. This position is complex and will require the ability to juggle the needs of very different and often times, damaged communities. So the ability to understand how differing communities are actually connected, and that the role occupied by the authority they represent, should encourage as well as empower the community to have a role in its own needs from the police. It's a leadership role that should not be filled quickly or lightly as the implications of the role and the person who occupies it will be under the scrutiny of so many differing communities.	11/13/2020 9:54 AM
1209	More transparency on expectations being set for internal vs. external candidates for Chief.	11/13/2020 9:33 AM
1210	I will always side with our police force over political propaganda and "correctness"	11/13/2020 9:29 AM
1211	Please consider how the police department is connected to the economic divide and homelessness in our community, and hire someone that can bridge the economic divide and provide sustainable solutions to crime associated with the economy and mental illness.	11/13/2020 9:26 AM
1212	Do not let politics get in the way of finding the right person.	11/13/2020 9:19 AM
1213	We need a police chief who is confident, has leadership experience and focuses on creating good morale in the department to keep good officers in the city	11/13/2020 9:03 AM
1214	get rid of police union. make it a practice " killing" is a last resort. Teach officers to communicate and have understanding of people. some are mentally ill.	11/13/2020 9:01 AM
1215	Please do not consider the persons race or sex when selecting the next Chief. Make this decision as blindly as possible. Select the person that has the best qualities to reduce violent crime and work to make the police department a highly efficient and well-run unit..	11/13/2020 8:56 AM
1216	Someone with integrity and a stronger commitment to the community he/she serves rather than protecting those around them.	11/13/2020 8:47 AM
1217	DO NOT PANDER TON THE BLM CRAP!!!! Welcome to Texas	11/13/2020 8:39 AM
1218	You need to promote from within. Someone who knows the department, knows the troops and knows the City of Dallas. I can think of no one better then Major Malik Aziz to lead the Dallas Police Department!	11/13/2020 8:39 AM
1219	Consider an individual that is willing to be in constant communication with the public.	11/13/2020 8:39 AM

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1220	Continue to use Intelligent Led policing. Keep the Fusion Center and Real Time Crime Center open.	11/13/2020 8:37 AM
1221	The city council n mayor should key the chief make the decisions as to how to fix the police department.. they take care of the city issues n let the chief handle the crime n the police department issues/morale	11/13/2020 8:31 AM
1222	I would like a police chief who understands that bowing to bullies incentivizes them. Bullies must obey the law like the rest of us. Manipulative cries of racism must be strongly dismissed. Systemic racism existed when I came of age but has been gone a long time. There may be some racists out there, but it's nobody's official policy; so I want a chief and police department that don't apologize for something they aren't and that doesn't exist.	11/13/2020 8:15 AM
1223	Promote from DPS.	11/13/2020 8:13 AM
1224	Experience, experience, experience	11/13/2020 8:11 AM
1225	The person should have proven record to make best decisions for area served vs media appearance, most affluent or non- minority.	11/13/2020 8:08 AM
1226	Maybe he needs to be reviewed first for the position/authority he holds.	11/13/2020 7:59 AM
1227	Racial bias requires a black police chief to gain community support, unfortunately. Race shouldn't matter, but it does in this case. Good luck.	11/13/2020 7:58 AM
1228	If the Chief does not command the respect of the officers in the department, nothing is going to work. I hope the CM will find someone with a track record of successful leadership. It begins and ends there.	11/13/2020 7:57 AM
1229	Having a community activist familiar with Black Lives Matter be part of the interview team.	11/13/2020 7:39 AM
1230	Follow his heart he did a wonderful job in choosing Chief Hall he will do an even better job this time around.	11/13/2020 7:37 AM
1231	Because of the inherent politics in this job - consider hiring someone from the DFW area so that person has a base of support and connections already in place when they come into this position.	11/13/2020 7:36 AM
1232	No	11/13/2020 7:35 AM
1233	Experience and a leader who the rank and file members of the police department respect is the most important factor. While we want someone who can lead with progressive and innovative policing strategies that recognize the deficiencies and biases of our policing system, they will never be successful if they don't have the buy in of front line police officers.	11/13/2020 7:28 AM
1234	DPD has to foster an environment that prevents losing good officers to the suburbs but also increases public trust in the the department. This will require better officer pay and better training, neither of which can come with a decreased budget.	11/13/2020 7:08 AM
1235	I believe the new Chief should take the time when coming in to get to know the Dallas Police culture and community culture before making ANY changes to staff or policy. No two cities are just alike.	11/13/2020 7:05 AM
1236	Look at the whole person and give them a chance when you select the candidate. Also keep the diversity in mind and citizens that make up the City.	11/13/2020 6:56 AM
1237	Hire a reformer. Bust the police union.	11/13/2020 6:54 AM
1238	Make race of applicant a non issue	11/13/2020 6:24 AM
1239	no	11/13/2020 6:22 AM
1240	Compatibility with City leaders or able to work with diverse group of leaders	11/13/2020 6:20 AM
1241	I would recommend he consult with former Dallas Deputy Chief Jill Muncy. Since leaving the Dept she has worked for the US State Dept training officers around the world in very difficult places such as Kosovo, Lebanon, Liberia, etc. and she had 20+ yrs as a DPD female cop starting as a rookie. I'm not thinking of her for this position but she could advise and coordinate a group of veteran, retired DPD officers who could be invaluable to this selection process and help bring credibility to this transition. These longtime DPD veterans laid a strong foundation for policing in Dallas and they truly care about its future and the city that served for	11/13/2020 5:55 AM

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many years. I believe their input would be invaluable to thus selection process. And it might be completely voluntary. I Back the Blue and want to see this next era to be good for the police dept and good for our city. Darla Baird 214-577-5183

1242	Don't bring someone in from outside, hire from within that knows the city and its problems and resources.	11/13/2020 5:06 AM
1243	The new Chief needs to address the politicization of police support. We're all for the police and they're for protecting all of us, no matter which party we vote for. Both Democrats and Republicans support the police while also calling for accountability. However, the growing narrative that only Republicans care about the police or "law and order" is dangerous for our community.	11/13/2020 4:42 AM
1244	Yes. Pick the most qualified applicant without having a predisposition to only choosing a particular race or sex. A chief who has had a command position in a large urban area, e.g., San Francisco or New York would be excellent. Background check should be mostly flawless with increasing areas of responsibility in their department. Offer 5-year contract.	11/13/2020 4:36 AM
1245	Include citizens in the candidate selection process. Hold an informal Q/A session.	11/13/2020 4:31 AM
1246	Take your time. Get the community involved (as may be the case with this survey).	11/13/2020 4:26 AM
1247	Look the closest at those within the department BEFORE going outside the department. And no more brother in law, smoked filled rooms deals. Extreme openness for all to see and you should have an complet transparency for the public to see from beginning to completionn of the process. No exceptions!!	11/13/2020 4:02 AM
1248	Make sure that the chief is aware that South Dallas needs to be included in all avenues and decisions.	11/13/2020 3:29 AM
1249	track record of cleaning up corruption within the policing ranks or community trust will never be gained.	11/13/2020 1:45 AM
1250	Hire someone who will not only hire and train quality candidates, but will also review the current employees and remove those who have past and present problematic issues.	11/13/2020 1:36 AM
1251	Please consider Dallas county as a whole, when selecting our new Chief of Police, we are often overlooked, in area code 75253!	11/13/2020 1:11 AM
1252	No	11/12/2020 10:44 PM
1253	We are a diverse city and the new Chief will need a good understanding of blind spots inherent in us all. Recognizing that gaining trust of all races/ethnicities is a top priority. I live and work in Dallas. We need unity AND we must have law and order to keep our city safe. The homeless situation is out of control due to mental illness and drug addiction. Violent crimes are also higher than I can remember in all areas of the city. Support our police and hold them accountable. Support our citizens and hold them accountable. There is no room for politics in this role.	11/12/2020 10:16 PM
1254	Please pick an actual Law enforcement Officer. A Police department needs actual leadership. Chief Hall was never a real Law Enforcement Officer. Chief Hall NEVER was a leader, not in Detroit and not in Dallas. That was a very poor choice. We need an actual leader that has actual principles and ideas; we do NOT need a "yes man". Please do not pick a political ladder climber (like Chief Moore). Please pick someone who is respected by the Officers doing the actual work. Leaders must be respected and trusted by the Officers on the street. Only a leader that has the respect and trust of Officers can really get Officers to "buy in" to their direction for the department. I would like you to consider Malik Aziz. I believe he is trusted by the community and by Police Officers. He is one of the most intelligent and well spoken people I have met on this department. He is a true leader that has truly earned respect. Please pick a LEADER. We do not need another follower. We will end up in the same position 3 years from now wondering 'why didn't our follower display leadership qualities'. Sincerely, Officer and resident of Dallas	11/12/2020 10:08 PM
1255	I'd like to see the best qualified, proven police chief selected. I'm tired of hiring someone because they are black or female, etc. HIRE THE BEST QUALIFIED PERSON - PERIOD! The reverse racism and poor city management is turning us into "Chicago of the South." ENOUGH!	11/12/2020 9:57 PM
1256	Protection of our Constitution and not to cow-tow to any left-wing consortium of NON-police	11/12/2020 9:28 PM

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organizations like CAIR, BLM, and all the review boards that have absolutely no knowledge about policing other than their own racist concerns - and stop patronizing to these organizations that are hand-cuffing our police and holding them hostage as the police are fearful of being called 'racists' when they are protecting the citizens and have to use their skills necessary and act quickly - without fear of these left-wingers who are hateful to the police - the very people who put their lives on the line to protect them! we need a person - who has strength - and is not afraid to do the right thing and not compromise his/her professional duties and judgement. Police are our BEST protectors of our G-d given freedoms and we should all be grateful for their service and if they are being harmed or in harms' way, we, the people, are at fault! God bless our Police! I have served on the CWEB - for Chief Click, Brown, etc. for North Central and recommend the revival of the CWEB from each police district - to meet on a regular basis with the Chief - to help and be the eyes and ears for the Police as an assist.

1257	N/A	11/12/2020 9:02 PM
1258	An effective Police Chief should place priority in crime prevention rather than reaction to crime. He should be skillful in persuading would-be law offenders to become law-abiding citizens, e.g., by showing/educating the formers a win-win proposition to not violate the laws. It's not easy but there could be many ways he can use to achieve the goal. For example, to name a couple, building rapport with communities thru his officers and partnering with local organizations that are experienced in changing personal mind sets and undesirable behaviors thru education and peaceful means. Of course there are always hardcore criminals that may refuse to change. In such cases, the Chief should be experienced enough to recognize these bad actors and to apply pre-empt tactics before these bad elements can take advantage of the well-meaning police program. All in all, to make the crime prevention program successful, a personal quality of intelligence, skill, judgment, experience, good personal relationship, leadership, super management and organizational capability, among others, is critically important for the Chief to possess.	11/12/2020 8:58 PM
1259	Don't assume that every social problem can be cured by application of more police to the exclusion of all other community resources.	11/12/2020 8:41 PM
1260	Let the TRUE voters have a say on his decision . Not the city of Dallas voting fraud system ....	11/12/2020 8:01 PM
1261	No	11/12/2020 7:44 PM
1262	If you can find someone similar to the former Police Chief David Brown, that would be wonderful. Locally born and raised, very intelligent, kind, yet tough and seemed fair.	11/12/2020 7:36 PM
1263	Whatever race he or she is should be secondary and not a priority in selection of candidates.	11/12/2020 7:31 PM
1264	Supporting the selected officer. Reallocating resources to meet the needs of community policing.	11/12/2020 7:16 PM
1265	The Police Chief should be willing to admit fault if it is theirs to take. Humbleness along with a strong sense of integrity and honesty is what is most need during this time. Currently the community i more afraid of the police than happy to ee them; that i not how it hould be The police chief should be willing to stand up for what is right both morally and lawfully with unwavering faith. No one cares about that broken taillight but we do care about our paletero neighbor who was killed. P.S. Our police need more psych training and social workers to help them on calls especially involving domestic abuse cases.	11/12/2020 7:15 PM
1266	Thank you for doing this.	11/12/2020 7:13 PM
1267	The police chief must 1) commit to demilitarizing the DPD, 2) must not allow "killology" type training or closely related approaches, 3) must commit to retraining officers trained in "killilogy" et al training programs, 4) must work to eliminate qualified immunity, 5) must commit to eliminating the police officer Union, 6) must require officers to carry malpractice insurance and 7) must advocate and institute that police officers first pay settlements on an individual basis through personal and insurance proceeds, then through union, and retirement proceeds before taxpayer funds may be used. 8) Must fully advocate for a powerful citizen's review board which has power to penalize, fine, suspend, deactivate, investigate and prosecute police 9) must advocate for a national registry of bad cops 10) must commit to eliminating the "thin blue line" mentality of bad cop protection and lawlessness	11/12/2020 7:03 PM
1268	Please hire someone that is empathetic and compassionate.	11/12/2020 7:00 PM

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1269	Garry Smith	11/12/2020 6:47 PM
1270	Focus hiring on qualifications before all other qualities in screening process. Also include demonstrated communication skills (verbal and written) in consideration of leadership ability.	11/12/2020 6:41 PM
1271	Do not hire someone who is pro BLM which is a Marxist organization.	11/12/2020 6:23 PM
1272	Please, consider the community. Choose someone who is already a community leader, someone who understands racism and will lead the cause, someone who isn't power hungry, doesn't have an ego. Someone who will police with care.	11/12/2020 6:12 PM
1273	Select someone that can relate to those most in need.	11/12/2020 6:08 PM
1274	Yes. Make selection based on the candidate with the best overall qualifications and proven experience to head a Police Force for a city of the size of Dallas. btw the best candidate might already be an officer currently on the Dallas police force. Stop hiring a person based primarily on their ethnicity or sex.	11/12/2020 5:56 PM
1275	Perhaps hire someone who doesn't kowtow to the masses or the press, allows for peaceful protest but cracks down on inappropriate behaviors by the protestors, enforces the law and protects the safety of its citizenry - including those hassles by protestors. Absolutely a chief who promotes diversity and competence - not just diversity for its own sake.	11/12/2020 5:54 PM
1276	Law and Order!	11/12/2020 5:53 PM
1277	Law and Order!	11/12/2020 5:50 PM
1278	Community first attitude with innovative strategies when dealing with mental health or drug-related crimes	11/12/2020 5:44 PM
1279	Improve police morale hire chief from within existing ranks.	11/12/2020 5:42 PM
1280	Don't hire from Detroit, Chicago, Baltimore, New York or Los Angeles.	11/12/2020 5:30 PM
1281	I would like him to make a decision based on most qualified candidate with NO consideration given to race, gender, or politics	11/12/2020 5:26 PM
1282	Law and Order!!!!!!	11/12/2020 5:21 PM
1283	Should be a strong leader who will not be manipulated by outside groups or the police union.	11/12/2020 5:08 PM
1284	N/A	11/12/2020 5:06 PM
1285	Dallas high crime rate and lack of public safety is very concerning. Street Racing, murders, property crimes all need to be addressed. Dallas needs to concentrate on all aspects of public safety, repairing our streets and keeping them safe, and then promote libraries and SAFE public spaces. Deferred maintenance is taking its toll. Do the main jobs of a city well (which you are not doing) and then you can work on other issues.	11/12/2020 5:03 PM
1286	Be fair and hire the right candidate, please don't try to just Check off boxes to get a person that fits certain attributes. The skill of the person matters. Thank you.	11/12/2020 4:50 PM
1287	Are we still 20% down on officers even with high unemployment? Are you trying to quietly defund the police?	11/12/2020 4:39 PM
1288	Apolitical. Experience leading a police force, not kissing up to the city manager/council or mayor.	11/12/2020 4:35 PM
1289	Leave politics out of the process. Fully vet all candidates. Once the new chief is selected, have his/her back...support is paramount. Current support is less than satisfactory. You, the Mayor & the Council have flip flopped in the last year in order to be PC. That's not in the best interests of the City & it's citizens.	11/12/2020 4:26 PM
1290	marijuana decriminalization	11/12/2020 4:17 PM
1291	Please put more effort into solutions for the homeless population and rehabilitation for substance abuse. Many of the areas I love (including the one I live in) are becoming more and more unsafe due to the rise in homelessness. We need realistic and humane plans to help these people. More tiny home villages where they can transition back into the work force, treatment for the mentally ill and those with substance abuse issues, better shelter facilities so	11/12/2020 3:56 PM

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they are not choosing instead to sleep on our streets. Something better than just bulldozing the homeless camps when there's a big event in town which is cruel and heartless.

1292	Promote within the DPD. Surely we have a current DPD leader ready to be promoted. We dont need someone who has to learn about THIS city and fight crime at the same time.	11/12/2020 3:50 PM
1293	Choose the best person regardless of sex or ethnicity.	11/12/2020 3:47 PM
1294	Just select the best person based on experience, rather than what anyone or group thinks about what the person should think or about their race or gender.	11/12/2020 3:40 PM
1295	No false eyelashes!	11/12/2020 3:37 PM
1296	officers much be held accountable for excessive use of force; stop over-policing black communities; stop cooperating with ICE	11/12/2020 3:22 PM
1297	Reduce the crime rate and have a solution to street racing	11/12/2020 3:10 PM
1298	All solutions come with associated costs and the assessment of the benefits to cost ratio for solving that problem. Make sure the new police chief not only has experience in this critical skill but receives adequate support in managing resources.	11/12/2020 3:10 PM
1299	Ask what their thought is on our high crime . Be honest with them and tell the whole story.	11/12/2020 2:57 PM
1300	no	11/12/2020 2:55 PM
1301	Pick someone that enforces the laws and holds the police force to the highest of standards.	11/12/2020 2:46 PM
1302	Someone who will stop looting during protests, and will not allow officers to simply stand by and watch.	11/12/2020 2:39 PM
1303	First and foremost, do not have a member of BLM on the committee to select the new Chief. THAT WAS YOUR FIRST MISTAKE, BROADNAX.	11/12/2020 2:38 PM
1304	Someone who has spent time in the field when younger. They need to understand what the officers are going through. Earn their respect if you expect any results. Don't give in to the mob mentality, keep focused on the end goals.	11/12/2020 2:34 PM
1305	Start defending and increasing funding for our police, stop making everything their fault	11/12/2020 2:21 PM
1306	Two things I consider to be requisite of the next Police Chief: 1) An absolute commitment to holding officers/staff/self accountable. We are all sick to death of hearing about officers who commit crimes and are not held accountable. 2) An absolute commitment to protecting the safety and rights of peaceful protestors. I never want to see a Police Chief use aggressive tactics with peaceful protestors again.	11/12/2020 2:18 PM
1307	DPD seems to be completely overwhelmed and isn't able to tackle issues before or during the events. This is not just preventing violence or crimes from happening, but sending support when 911 calls are made. I had faith in DPD under Chief Brown, but feel unsafe with DPD at its current state.	11/12/2020 2:04 PM
1308	The job is about policing....not social services.	11/12/2020 1:50 PM
1309	Hire someone to stand up to the DA and Mayor, Restore law and order.	11/12/2020 1:48 PM
1310	Hire someone from Texas. Someone that is tough on crime, won't give in to politics but will always do the right thing with integrity. A leader and not a people pleaser. Someone with a strong mind that is decisive.	11/12/2020 1:42 PM
1311	To consider the best applicant for the position: not political, not racially or gender based. The Best Applicant! And get input from others in your decision. Stay fair and unbiased.	11/12/2020 1:41 PM
1312	No	11/12/2020 1:14 PM
1313	Dallas has struggled with an increase in violent crime all over the City in the past year. There needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.	11/12/2020 1:12 PM
1314	We need to get back to increased patrols around the city. Some communities are worried about the negative aspects of 'overpolicing', but we need our police now more than ever, why does the city or DPD think lowering patrol in a high crime rate year is a good idea?	11/12/2020 1:09 PM

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1315	It would be nice not to have the high number of unsolved murders and lawlessness in Dallas. Hire more officers and reduce crime and homelessness.	11/12/2020 1:08 PM
1316	Hire a proven leader - and based on a person's being the one best qualified for the job. No "affirmative action" hiring as in the last few hires.	11/12/2020 1:07 PM
1317	Crime, including violent crime, is increasing. Pay officers fairly and BACK THEM UP when they deserve it!!!!	11/12/2020 1:04 PM
1318	Dallas has really been struggling due to the increase in violent crime over the past year. Reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.	11/12/2020 1:04 PM
1319	Pay based on performance and departmental improvements.	11/12/2020 1:04 PM
1320	We need someone who can develop community relationships with ALL citizens of Dallas.	11/12/2020 1:00 PM
1321	Most of all, to consider who would be best to reverse the trend of increasing crime, including but not limited to, violent crime. Especially in 75243 and other high crime zip codes.	11/12/2020 1:00 PM
1322	The new Chief should have crime fighting management experience. Should be bilingual or Latino who understands the cultural diversity of Dallas.	11/12/2020 12:56 PM
1323	I think the new police chief should be a leader. A leader for the police department. And a leader for the communities the police serve. I think the police chief should not be a talking head and simply communicate with the community in platitudes. I want a police chief that will make boys and girls say they want to be a police chief.	11/12/2020 12:47 PM
1324	We have got to reduce violent crime and create a safer community for ALL residents. If crime keeps going up, I would feel compelled to leave Dallas County and move to the safer communities in DFW. This summer was a nightmare for many hardworking citizens who were terrified of the looting and rioting....criminals and those who don't uphold and obey laws must be held accountable.	11/12/2020 12:44 PM
1325	They need specific mental illness training!	11/12/2020 12:34 PM
1326	He should consider finding someone who will push their hardest for budget increases for the police	11/12/2020 12:33 PM
1327	Strong understanding and support for the police officers that work for him, the City and how the City of Dallas functions.	11/12/2020 12:32 PM
1328	Reallocate the City budget to double the number of Dallas Police officers and then pay them a competitive salary. Make Dallas the place every great Police Officer wants to work.	11/12/2020 12:23 PM
1329	Police officers need to receive competitive compensation. Officers need to feel valued by superiors and community. Police chief needs to implement programs to accomplish same.	11/12/2020 12:14 PM
1330	DO NOT DEFUND THE POLICE. That includes not "reallocating resources" that ultimately reduce the force. If you need more resources to have more civilians involved in the force, as recommended by the KPMG study, balance the budget, and pull from another area.	11/12/2020 12:07 PM
1331	Need someone who can recruit the best to Dallas!	11/12/2020 12:06 PM
1332	Rein in the craziness. There's a difference between protesting and storming into a restaurant and harassing people.	11/12/2020 11:33 AM
1333	Investment in our community yields dividends more than feeding our prison system	11/12/2020 11:25 AM
1334	Hire the best candidate, period; do NOT filter by race, color, religion, or by special interest lobbying.	11/12/2020 11:18 AM
1335	Next chief police must understand different lenses that exist on policing in the northern and southern sectors of the city	11/12/2020 11:11 AM
1336	Understand the importance of the letter of the law. Will not tolerate looting and or rioting.	11/12/2020 10:52 AM
1337	Hire from within. Do not go "outside" to find someone who in the end does not know our city. Malik Aziz should have been chosen during the last hunt for a new chief. He is well liked and respected by the majority of the department and is knowledgeable about our city's and people's needs.	11/12/2020 10:45 AM

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1338	I am fearful we will not have good police officers for long; I think the good ones will end up getting discouraged and leave. Weed out the problematic officers and reignite communities to support our good officers. They put their own lives in danger daily in this City. I believe as citizens we don't have a clue what our officers must deal with, which leads to tons of misconceptions. If these misconceptions get cleared up, then everyone can share this vital knowledge and hopefully get back to task of removing problematic officers	11/12/2020 10:40 AM
1339	Excellent people and communication skills. Able to work with with civilian and law enforcement leaders to find solutions to the city's challenges.	11/12/2020 10:34 AM
1340	Someone who is pro-active in keeping our neighborhoods safe! I have called the police on a few occasions the last one being a car accident where a young man ended up in oncoming traffic on a rainy night. It took over 20 minutes for the police to arrive. It was the kindness of people who stopped and placed their flashers on to avoid the truck getting hit again in bad visibility and guiding traffic around the stalled vehicle until police arrived. Our neighborhood has also experienced numerous events of street racing where these kids take over a parking lot in a busy strip mall and the police sat in their cars and allowed this to happen. Most recently a beloved man we all knew at our local 7/11 was shot and killed. The lack of police presence or action is allowing criminals to do as they please. It has gotten so prevalent I have installed cameras and flood lights all around my home. I receive notifications daily about burglaries taking place regularly. I am now obtaining my concealed hand gun license bc as a single mom I no longer feel safe in a neighborhood that never had these issues before. We deserve pro-active policing not police who sit and watch illegal street racing while residents are calling and reporting it. My daughter was coming home from work while this was going on and called me to guide her home she was so scared. Our city taxes raise annually yet our services are declining. Why should an EMT who is saving lives struggle on \$30,000 a year while the police make \$50,000 a year. EMT's go through rigorous months of training at their expense and have to take a state board. Why do police not have to do this? Seems anyone who applies to become a police officer and passes the PAT can land a high earning job with all the benefits while EMT's are working 24 hour shifts with minimal benefits and struggle to pay their bills. There is a significant disparity in the two job roles. What would happen to a cardiac patient if EMS took 20 minutes to arrive or FD for that matter? The system is broken. We need someone who is interested in the community not the title and paycheck.	11/12/2020 10:34 AM
1341	really strong and more support from community. honestly i dont think police are responsible for all this violence it the community in general those that think they are above and beyond the law and those that are learning from scum to hate police. for no reason	11/12/2020 10:33 AM
1342	We have great people in this area who know the people and city. Hire locally!	11/12/2020 10:12 AM
1343	DE-ESCALATION. This department badly needs de-escalation training. Racial bias is evident in the response to peaceful protests. Officers seeking to harm community trust with their use of violence must be removed from their positions. This city should be a leader in police accountability and reform. It is only in this way to regain the trust of the community and prevent violence that harms business. I have seen (anecdote) the rate of police wearing masks in our city pales compared to the general population. When called to help enforce masking at my business they often don't respond. With the amount of engagements our police have with the community they should be leading in mask adoption, not lagging. We need a police chief willing to drive discussion and adoption. Our police are the most visible representatives of our city and we need them to be ambassadors.	11/12/2020 9:35 AM
1344	Diversity is important. Training in de-escalating situations.	11/12/2020 9:27 AM
1345	Should have experience in a city with similar characteristics like Dallas	11/12/2020 9:19 AM
1346	Peace, love, and Dallas businesses!	11/12/2020 9:12 AM
1347	I hope our new chief will be open to creating more Right Care teams to better serve those with mental health needs.	11/12/2020 9:09 AM
1348	Please keep us safe!	11/12/2020 9:00 AM
1349	Questions 8, 9, 10 should be ranking questions! All those are important and should be prioritized based on rank, not just the top 5! For a job as important as this for the city, the least you can do is draft a meaningful survey!	11/12/2020 8:59 AM
1350	Please hire someone who will make it clear through both word and deed that the police are	11/12/2020 8:51 AM

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servants of the law, not above the law or a law unto themselves.

1351	It is understood that policing is difficult, high stress work, with officers routinely being asked to attend issues out of their skill set. It is my hope, that social workers be utilized in dealing with persons with mental health issues when possible. Furthermore, it may be helpful for officers to receive more support in dealing with their own stress and personal mental health. Thank you, Kind regards Laura Cohen	11/12/2020 8:37 AM
1352	I believe having safe streets and citizens is a priority.	11/12/2020 8:33 AM
1353	Pick a woman.	11/12/2020 8:21 AM
1354	Hoping for a strong leader to make sure our city is safe, secure, and peaceful.	11/12/2020 8:19 AM
1355	Please do not fail your minority community specifically African Americans. We need someone that is progressive and willing to move forward with the reality of today's climate. Leadership starts and ends at the top. Vet your candidate beyond the resume. Go out and interview the community of the top prospects for the job.	11/12/2020 8:19 AM
1356	When you asked about trust, I chose a neutral response b/c I didn't specify what you meant specifically by "Trust." I was raised to trust the police and I do; I have respect for the police and appreciate all they do. However, today, I do not trust the police to be available if I need them; when my daughter's car was stolen, the police came upon the crooks, but did not chase them as they exited her car to hold them accountable, therefore, I no longer trust the police to get the "bad" people off the streets. I'm educated enough to know that they are understaffed, but in a heavy crime area like Dallas, that should not be the case. I believe we have TOO many repeat offenders without any consequences and they know it. I live in Lake Highlands and frankly, the city keeps allowing more and more apartments around here and we have to fight things like homeless shelters because our crime is already so high, but instead of the city looking out for us and "spreading the wealth of crime," they want to give LH more. That doesn't make sense to me and I don't appreciate it. I have some low-income apartments behind my home and in the last couple of months, I have heard so many gunshots that I fear a stray bullet is going to come into my home. If you sense anger, I am angry at the people in charge that do not give our police enough resources to hire enough officers to take care of our city. Get the crime offenders off of the streets. Get the violence out of our city. I'll be honest, I have a hard time with racism, maybe because I am white and really haven't had to deal with it, but I have black friends who don't live their lives by what happened in the past with slavery and they have peace and joy and not angry all of the time and don't look at everything through eyes of racism. I respect them as human beings. Now, it's almost like there is reverse discrimination. I think it is important that the trust in the communities be built and no police officer should be allowed to put a suspect in harms way because of their color or ethnicity, so develop practices that take care of this, but at the same time, don't ever build a criminal up to be a hero as is being done now.	11/12/2020 8:14 AM
1357	Use your own judgment out of experience and internal instincts. Not relying on the media and political hype to make your final decision.	11/12/2020 8:11 AM
1358	Community members on hiring committee. Transparency on hiring.	11/12/2020 8:09 AM
1359	He doesn't have to be of a particular race. Just pick the right person for the job, we don't need community activists in this position. We need someone who can be strategic and bring real life solutions to fruition. Not another politically correct dummy. Peoples lives are at stake.	11/12/2020 8:06 AM
1360	Neither giant false eyelashes nor wig whether male or female: gives immediate impression of low I.Q., [REDACTED]s.	11/12/2020 8:03 AM
1361	The City of Dallas needs a police chief who is going to be able to think progressively and hold the department accountable. The people are tired of injustices, racial equity, and racism training needs to be provided. The chief needs to be allowed to make decisions and build community trust.	11/12/2020 8:02 AM
1362	We need a Police Chief who won't be manipulated by the Radical Leftists and Marxist Agitators who have destroyed the credibility of the Citizens Police Review Board and who throw their weight around the City Manager's office, seeking undue influence in City Policies. We need law and order, not appeasement of those who seek to defund our police, create anarchy and increase violence in our city. We need a police chief to put these thugs in their place once and for all. And this includes the Marxist City Manager.	11/12/2020 8:01 AM

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1363	We need someone who will reverse the militarization of the police and fight back against the attitude many cops in this country have that any member of the public that they encounter is a potential threat that they may need to meet with lethal force. This combative attitude only results in the unnecessary and avoidable escalation of many incidents into violence. Force should be the last resort of law enforcement, not the first.	11/12/2020 7:52 AM
1364	Look outside the department for fresh ideas and a non-bubba mentality. Don't let the police unions run off another good chief.	11/12/2020 7:48 AM
1365	Avoid swinging the pendulum too far opposite of previous chief. Don't hire from within, JUST because police association wants that.	11/12/2020 7:42 AM
1366	We need someone who is focused on fighting crime not bowing down to the social justice mob	11/12/2020 7:33 AM
1367	Balances being fair with community with being fair to our officers.	11/12/2020 7:26 AM
1368	There must be a solution to random firing of guns. It has become an almost nightly problem in Oak Cliff. Some nights, it continuous. Someone is going to be injured or killed from falling bullets. I have found 3 bullets on my property from random shooting. Drag racing, and spinning cars in intersections has also become a recent problem. These are dangerous acts, that threaten the safety of every law abiding motorist in the city. Some things to consider... Thank you.	11/12/2020 7:22 AM
1369	I like the verbiage of politically aware but NOT a politician.	11/12/2020 7:19 AM
1370	The high level of street crime, and the lack of officers to respond.	11/12/2020 7:19 AM
1371	I believe if there is a candidate for police chief that has been in Dallas for awhile it would be helpful. Bringing someone in from the outside doesn't always work.	11/12/2020 7:12 AM
1372	Please consider hiring from within the department...someone who already knows the city of Dallas and would already have a good relationship with the officers.	11/12/2020 7:12 AM
1373	Ignore Eric's temper tantrums.	11/12/2020 7:11 AM
1374	Our new police chief should be above race and all that useless noise; his first priority should be protecting decent citizens from crime and lawless thugs. He should see that all crime is investigated and the perpetrators arrested and hopefully convicted. His job is to protect the peace and enforce the law.	11/12/2020 7:04 AM
1375	Yes, please hire the candidate with the most experienced track-record with proven outcomes of turning a cities police department as large and complex as ours and not based race or sex. I say this as a gay male living in this great city for 34 years..WE NEED THE RIGHT PERSON IN THIS POSITION!!!	11/12/2020 7:04 AM
1376	Experience and proven track record	11/12/2020 6:58 AM
1377	Dallas has developed a reputation as a crime-ridden city. Many are now scared due to the increasing amounts of various criminal activity happening.	11/12/2020 6:56 AM
1378	Please give the new police chief the resources needed to be successful.	11/12/2020 6:54 AM
1379	Some patrol police seem to have an "attitude" problem - would like them to be more open, friendly & helpful!	11/12/2020 6:50 AM
1380	Would prefer someone already with DPD, who knows the city's main issues.	11/12/2020 6:45 AM
1381	Try to pick an applicant who is forward looking regarding policing and accountability.	11/12/2020 6:43 AM
1382	Look for a person who is interested in policing all of Dallas intelligently, not just the rich neighborhoods. Who is brave and open minded enough to stand up to the good ol boy network and past ways of doing within the department. And who rejects a military outlook of local police enforcement - keeps a level headed outlook of possibilities.	11/12/2020 6:19 AM
1383	I wish Dallas actually did the 2 main functions of a city...public safety through crime reduction and keeping our roads maintained. Then libraries and reduction of deferred maintenance on public property. But, no, we have to ignore that so that we look progressive apparently never realizing that the above 4 were some of the original goals of progressive policy since they provide the basis for all else	11/12/2020 5:44 AM
1384	Race or sex is not the issue, the ability to develop fair and equal policies for the entire city is	11/12/2020 5:23 AM

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paramount. Work with the social community to find decent housing for the homeless. Follow Texas Law, we are not a City of Home rule only.

1385	Please focus on hiring the most qualified candidate you can find without regard to race, gender, ethnicity, religion or any other protected category. We need a chief who understands the need for protecting the community, not one who will be politically correct at the expense of parts of the community. Please focus on qualifications, not on ticking boxes merely because a candidate has certain immutable characteristics.	11/12/2020 5:17 AM
1386	Thank you for asking for feedback. I appreciate having my voice heard. People are afraid of police. I'd like to see that change in Dallas.	11/12/2020 5:16 AM
1387	FEMALE CHIEF WOULD BE GREAT!!!	11/12/2020 3:16 AM
1388	Rene hall did a good job - you dumb [REDACTED] pushed her out. Hire a police chief that will build up the department, protect the community, help reduce crime, and not cave in to ridiculous city managers wearing clown shoes.	11/12/2020 2:51 AM
1389	It should be someone that the police officers could trust and respect, someone who could lift the morale of the force.	11/11/2020 11:42 PM
1390	No	11/11/2020 11:25 PM
1391	No	11/11/2020 11:19 PM
1392	Please consider the chief's willingness to electrify the police vehicles in Dallas. I have read articles that put a return-on-investment on Tesla Model 3s at 19 months. Electrifying the fleet will ensure that environmental justice is also a priority for the department.	11/11/2020 10:20 PM
1393	No	11/11/2020 10:13 PM
1394	Understands WHY after decades of police brutality on every race has made so many people distrustful and terrified of the very people WE PAY to protect us. Understands that the ingrained practices of police to cover their own [REDACTED] always at the cost of civilians is NOT okay.	11/11/2020 9:21 PM
1395	Finding a candidate with a history of working with city management to increase retention of good cops and developing a robust police academy recruitment program.	11/11/2020 9:10 PM
1396	Dallas and the U.S. needs to begin to work towards a more honest, zero prejudice and less violent police department. With all the police shootings we have all witnessed time and time again, I find myself asking a reoccurring question. Why did the officer unload his clip into a man unarmed or if armed with at most a pistol. I feel the police force may feel they are an armed force in battle at times. Why? Can we not ask and or dissect this problem and get into the phycological or emotional battle that officers are having. I know at an moment you may feel your life is being threatened but when you are equipped with a belt of weapons and tools to protect his or herself, I find it horrifying that they immediately reach for their gun and unload a clip. This is beyond being well equipped for any moment that could occur. It reminds me of when the armies of the U.S. began a campaign to wipe out the Native Americans. The Natives stood no chance, it was advanced fire arms versus bows and arrows. I promise I do know that an officers safety is as important as anyone else. But there must be a different way to handle a situation other than unloading his or her clip into the citizen. Thank you for your time.	11/11/2020 8:56 PM
1397	I think the City Manager needs to address the disconnect with the community both for him and the new police chief. The murder rate is terrifying and pushing crime to suburb is not the same as eliminating crime. A regional approach with policing to work with all the cities touching Dallas city limits.	11/11/2020 8:22 PM
1398	It needs to be someone that has a history of being unbiased, not swayed by the police union, preferably an African American that can relate to "the talk" Black parents have to have with their children, teens, young adults.	11/11/2020 8:02 PM
1399	Someone who can make our community feel safe again and get this growing crime here under control. Lived here 3 years and have seen crime here just keep growing. Feeling very frightened for this growing crime.	11/11/2020 7:33 PM
1400	What you've been doing with peaceful protesters is unconscionable (ex. tear gas, putting them on a bus in a pandemic) and I never want to see this happen again. The issues they raise are	11/11/2020 7:32 PM

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important and you need to listen. People won't want to live here off this continues, and I will make sure they do know. This is Un-American behavior.

1401	Why is it not a crime when a suspect steals items worth \$750 or less? That set a terrible precedent and has lead to an increase in petty crimes that is unacceptable. A crime is a crime - whether \$1 or \$1 Mil. The next police chief should understand this and the growing impatience among citizens for the lack of police presence, response and enforcement.	11/11/2020 7:26 PM
1402	Have mental health specialists respond to calls for mental health cases	11/11/2020 7:20 PM
1403	Malik Aziz	11/11/2020 7:20 PM
1404	An individual with solid character, experience in the field, and the integrity to serve as a strong leader.	11/11/2020 7:16 PM
1405	Get someone that will put an immediate stop to rioting and looting.	11/11/2020 7:05 PM
1406	I want a law and order kind of guy or gal. I don't care about race or gender or ethnicity. I want to be able to go to the grocery store without having my car broken into, and my grandson to be able to play outside without worrying about child molesters on the loose, and to be able to go on vacation without my house being burgled. I want to see lots of our wonderful police officers on the streets so criminals will go somewhere else.	11/11/2020 6:59 PM
1407	Not all criminals are lost causes. I was convicted of a federal drug crime, did my ten years and have turned my life around. I'm still nervous to get pulled over bc of my background and how I will be treated. But looking at me, you wouldn't ever think I would have my history.	11/11/2020 6:58 PM
1408	I want someone who will not tolerate any sort of abuse of power from his officers, however small. I also want someone who will hold them accountable for doing the things they say they will do (i.e. DPD said they would take street racing seriously, but Routh/Cedar Springs is still a hot spot for it)	11/11/2020 6:39 PM
1409	Look for someone who can implement and sustain a police force that brings the community together and adheres to best practices in policing. Someone the police officers will respect and practices what he/she preaches.	11/11/2020 6:29 PM
1410	As I'm against police defunding, the new Chief of Police should require the City to support him/her, also financially, in providing re-training and re-education of officers in dealing with different cases of people events.	11/11/2020 5:54 PM
1411	Get Chief Brown back.	11/11/2020 5:34 PM
1412	DPD needs to work harder with the District Attorney's office to keep criminals in jail. The revolving door of criminal thugs roaming the streets is why I moved my business office out of the city. Coddling protestors and trying to appease grandstanding city council members is a waste of valuable resources. CUT IT OUT!!!!	11/11/2020 5:23 PM
1413	Choose a Dallas Police Officer already on the job.	11/11/2020 4:55 PM
1414	I want to feel safe again.	11/11/2020 4:52 PM
1415	Hire the best qualified Person, regardless of race, Gender, ethnicity, or sexual orientation.	11/11/2020 4:45 PM
1416	1. Hire from within...there is great talent in your ranks! 2. We need a chief that will embrace the next generation. The restriction of tattoos and facial hair are limiting your personnel resources. 3. Get rid of the scheduling of shifts recently put in place... it's not workable for the officers. 4. Support your officers as a good employer should! Build trust! 5. Get new vehicles....how can it be that our patrol officers are still in sedans, while every other police force is in SUV's? Moreover, how is it our patrol officers have a car WITHOUT a cage?? That's unthinkable, but it's true ! Take care of these brave men & women !!	11/11/2020 4:35 PM
1417	Make sure the next chief is not egotistical and is willing to be open to the community and officers in Dallas so they can be on the same team. Coming in with a "you versus the city" attitude is not what we need, we have that now and it does not work. If the person does not have confidence in their ability and hides behind gender or race then we have failed in hiring a chief.	11/11/2020 4:14 PM
1418	Malik Aziz	11/11/2020 4:13 PM
1419	If possible, I'd like someone promoted from within.	11/11/2020 4:00 PM

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1420	Take a stand for law and order.	11/11/2020 3:50 PM
1421	The job of the police is to protect law-abiding citizens from criminal behavior by law-breakers. The chief of police must be focused on protection and the integrity of the police officers and staff. Community relations are for the mayor and city council to develop, with the DPD chief cooperating with the council's actions, but not creating or spearheading any such actions independently.	11/11/2020 3:49 PM
1422	I hope you hire someone who is not inclined to differ to the officer's union's wishes in matters of police misconduct	11/11/2020 3:37 PM
1423	Consider your responsibility toward fraud, waste and abuse in relation to DPD's use of "W" time and clean house. Too many useless cop "gaining wages" at other employees expense. Take better care of your civilian DPD employees who are also 1st responders. When sworn get a raise we should get a raise. Stop treating us like 2nd class employees.	11/11/2020 3:22 PM
1424	A diverse police force	11/11/2020 3:21 PM
1425	Hire from within the Dallas Police force someone respected by the officers on the street! Don't go to other cities to look for some magic answer to the problems of Dallas.	11/11/2020 3:09 PM
1426	Sex trafficking and prostitution is a major issue in Dallas and not even listed in the above list. This needs to be a higher priority.	11/11/2020 3:05 PM
1427	We need someone who isn't afraid to call out one of their own, but also one who doesn't cave to demands of violent protestors. We need someone who is going to boost morale at headquarters because based on everything that has happened, why would anyone want to be a police officer when one bad apple spoils the bunch. There is a bad apple in everything so creating balance that falls within law and order is best.	11/11/2020 2:44 PM
1428	Hire someone who understands Our police officers need to be paid enough to stay in Dallas PD and not get recruited by the suburbs. Someone who understands how a specific gang unit is needed in Dallas. Someone who understands how the continued property crime that has skyrocketed along with shrinking police force is making long term Preston Hollow and North Dallas residents nervous Re the ability Of DPD to respond to not only property crimes but serious bodily injury crimes. Finally someone who understands the value of off duty police officers hired by the neighborhoods to patrol.	11/11/2020 2:37 PM
1429	Would like to see the next chief be Hispanic/Latino	11/11/2020 2:29 PM
1430	Please select someone who is able to inspire people to work together to come up with solutions.	11/11/2020 2:15 PM
1431	A good leader who wants to serve and protect Dallas residents.	11/11/2020 2:09 PM
1432	It is a nice city. I hope we can make sure it is safe for everyone	11/11/2020 2:03 PM
1433	I left New York because Dallas seemed safer when I visited family, and now that I'm living here, I want to feel safe in my city. So far, it hasn't been happening, and this year is the worst I've seen----of course criminals will do what they want when our own Police Chief doesn't care!	11/11/2020 2:01 PM
1434	Dallas is my home. I hope we can keep it beautiful and safe.	11/11/2020 1:58 PM
1435	Pick the best qualified person regardless of race who can employ proven strategies to reduce violent crime in Dallas, who has City of Dallas police executive experience so he/she doesn't have to go thru a 6 month-1 year learning curve, and who has the respect and support of the rank and file.	11/11/2020 1:56 PM
1436	Would be nice to have a good community connection and keep down violent crime!	11/11/2020 1:51 PM
1437	I just want to feel safe in my city!	11/11/2020 1:47 PM
1438	I want a no-nonsense guy, not a politician.	11/11/2020 1:42 PM
1439	Please hire someone who is not afraid of the black community.	11/11/2020 1:40 PM
1440	Law and Order	11/11/2020 1:39 PM
1441	A strong leader.	11/11/2020 1:23 PM
1442	We need another Kunkle	11/11/2020 1:20 PM

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1443	I would like the city manager to consider that Dallas should be a leader, not a follower, just like Texas is a leader on a national level. While following the best practices nationally, and making sure to stay in tuned with the national conversation de jure is important, what we need is someone who can think ahead and really come up with solutions that aren't just rhetoric, aren't political. Those solutions should take data and logic and marry them with empathy for their officers and also the community of people they are interacting with. The voice of 'the people's should be heard, and that doesn't mean doing whatever the loudest group is saying 'in the moment' of an emotion driven response to something halfway across the nation. After establishing those goals and getting consensus from Dallas - when or if the budget is not enough to achieve those goals and what's truly best for Dallas - bring this to all parties - mayor, city manager, and the community and let them know they have to make hard choices between these, or invest more. Thanks to the city manager and the team for the hard work and thought that will go into this.	11/11/2020 1:19 PM
1444	Hire a good people manager with a little 'junkyard dog attitude '. Be tough on the right thing.	11/11/2020 1:18 PM
1445	We need to REDUCE CRIME & CONVICT criminals. Get away from this woke mentality and mentality that the police are always wrong. Support our officers! Support our safety! We need to feel safe in our homes and we don't. Crime is rampant in North Dallas.	11/11/2020 1:10 PM
1446	We need to reduce violent and property crime throughout the city	11/11/2020 1:07 PM
1447	The hiring of veterans. Response time for 911 calls. Riot/destructive demonstrations management (not the same as peaceful demonstrations).	11/11/2020 1:02 PM
1448	I write this as a former prosecutor who is also a Black woman: overpolicing of and excessive force utilized against Black and Brown communities need to be problems of the past. Officers who have knowingly or unknowingly participated in overpolicing Black and Brown people undoubtedly hold the biases that result from that practice, in addition to the biases or even racism that they already hold based on their other life experiences. The culture of a police department cannot change without a police chief who fully knows this to be true and is ready to make significant changes. That includes not only training (implicit bias, proper use of force, etc.), but also utilizing known best practices to ensure innocent individuals never see a court room (e.g., proper eyewitness identification procedures), ensuring offenses or suspected offenses are treated the same across communities (e.g., warnings during traffic stops, charges presented to prosecutors, and use of no-knock warrants), and promoting and ensuring general culture shifts (e.g., zero tolerance for inappropriate language utilized by officers). For the sake of our community and achieving better equality in Dallas, please only hire a chief who not only understands these things, but prioritizes the importance of them as much as reducing crime. Thank you for your time.	11/11/2020 12:55 PM
1449	Take away all guns and knives from people all the time	11/11/2020 12:49 PM
1450	Criminal behavior in our neighborhoods has increased. Paying OT to fill open beats is effective, but recruiting/retraining officers is more fiscally responsible. Having an OT budget is indispensable during the interim period of recruitment. This requires leadership within city government, leadership in communicating to the public, and leadership within our communities on a problem solving strategic level.	11/11/2020 12:48 PM
1451	I would like you to hire someone who can go toe to toe with the city council and insist on the city spending the money for more officers of a higher caliber. We are still not fully staffed. I would be willing to pay higher taxes or bond money to increase our police dept.	11/11/2020 12:38 PM
1452	When a police officer approaches a citizen his/her first thought should not be "this person might kill me". Sadly that is how our police force currently operates. Either you are hiring people who should never be allowed to be officers or your training programs are completely inadequate and turns them into a paranoid gestapo that believes everyone is trying to kill them. Police officers must first and foremost understand that they are there to protect the citizens and the community and that means not approaching every situation with guns drawn. When that mentality changes so will the violence.	11/11/2020 12:36 PM
1453	Don't expect the law enforcement personnel to do community service. Concentrate social service for everything other than law enforcement. The only job of an under funded department is law enforcement. The city needs to jail and prosecute it's population. I agree with the District Attorney, to only service within his budget. The Dallas citizens need to appreciate that our demands without financial support will always lacking. You as city manager are the hired person for more than guidelines. The mayor and city council are elected to assist you with	11/11/2020 12:30 PM

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financial support. We as citizens need to elect representatives that educate their district money is expected to keep our demands satisfied.

1454	Look into the DPD who have worked their way up the ladder to see if someone already familiar with Dallas to be the next chief, if they are qualified.	11/11/2020 12:25 PM
1455	He should hire from within. Surely there is someone in the Dallas police force that has worked hard, is fair, and would make a good police chief	11/11/2020 12:24 PM
1456	women chief	11/11/2020 12:23 PM
1457	Please make a good hire or promotion from within for this important position in Dallas.	11/11/2020 12:19 PM
1458	More community activities for young adults	11/11/2020 12:15 PM
1459	Someone who not only gains the trust of the police department but the trust of the community with a track record of transparency and innovative approaches.	11/11/2020 12:12 PM
1460	Consider defunding the police.	11/11/2020 12:02 PM
1461	Find a police chief that embraces community policing and hires officers that live or are willing to live in the neighborhood they patrol and work in.	11/11/2020 11:58 AM
1462	Uphold the idea that 90%+ of police are good human beings who do a very difficult job and have to make split-second life and death decisions.	11/11/2020 11:49 AM
1463	Choose either a current DPD candidate, one previously with DPD, or at least local to the North Texas area. Also, one who will not demote or force resignation of other DPD candidates who were considered for the chief's position. Chief Hall kicked a large number of experienced, well respected, officers to the curb when she "reorganized the command staff". Many of those have since left the force to go to neighboring agencies.	11/11/2020 11:48 AM
1464	I would like to see community input from the most policed communities and populations. Allow community leaders from the areas with the highest concentration of poverty and crime to be involved in interviewing and vetting candidates.	11/11/2020 11:30 AM
1465	Though a strong self-image is necessary in a leader of this importance, it's crucial that the Chief be focused on the work and not on his/her public persona. A strong, articulate, knowledgeable and personable leader will be needed for Dallas to feel good about the DPD.	11/11/2020 11:15 AM
1466	May God lead, direct, guide and bless your thoughts and steps as you hire our new Dallas Chief. May he/she be a blessing to the Department and city as a whole.	11/11/2020 11:07 AM
1467	Hiring should not be politically motivated. It should stand on qualifying standards.	11/11/2020 11:00 AM
1468	Think about what is best for the city and reduce crime.	11/11/2020 10:42 AM
1469	LGBT FOREMOST.	11/11/2020 10:32 AM
1470	Hire the most qualified candidate based on credentials and experience NOT on gender, ethnicity, or skin color.	11/11/2020 10:12 AM
1471	I want a police chief who will hold officers who misuse their position, authority, and/or weapons accountable. The current system is defective. I'm a 68 year old woman who has been pushed around by cops who are caught socializing instead of doing their job. Unacceptable.	11/11/2020 10:07 AM
1472	There is no "I" in team. A Police agencies leader must communicate mission to team, develop mission plan, collaborate with communities w/ focus on public safety/officer presence as core duties.	11/11/2020 9:36 AM
1473	Not at this time	11/11/2020 9:28 AM
1474	Please select someone who is willing to represent all citizens and understand the fear and the hopes that we all have in making our city safer and better for all who live or visit it. Making the citizens feel that they can connect/trust officers and not be fearful. Make employees be held accountable for their actions and appreciate those that do a great job. I live and work for the City of Dallas and to see the city rise above from where we are now is a dream for the future for everyone who comes to Dallas.	11/11/2020 9:19 AM
1475	Violent crime has destroyed Dallas. We need more officers. Especially in the tag neighborhoods. When it takes 3 hours for an officer to respond to a burglary, that is	11/11/2020 9:17 AM

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unacceptable. The last 3 times I called 911 I got put on hold for over 15 minutes. Also unacceptable.

1476	Whoever is hired needs to publicly confirm their commitment to the Community Police Oversight Board.	11/11/2020 9:03 AM
1477	Change is inevitable for the world now, not just the USA, Texas and Dallas. All systems and structures held are crumbling in order to transition and transform into those that work for the good of all, not just the elite and whites like me. We need leaders who are conscious of the need for major changes, with ethics, morals and values with right use of power and resources, an innovative approach mindset and forward-thinking, to listen to the community and problem-solve in collaboration with organizations to bring transitional changes needed for the benefit of all citizens in the coming decade. We will find that anything that is not in right use for all will not stick. It's time for pro-evolutionary choices and changes. Thank you for your service and best wishes for success!	11/11/2020 8:59 AM
1478	Crime is rampant but the city appears to be more concerned about "community relations". Get the criminals of the street and then worry about your image. Crack down on street racers (including 635 and the Tollway!)	11/11/2020 8:50 AM
1479	Experience, experience, experience. No social justice hiring. Don't care about their race, sex, "social justice" advocacy. Getting a handle on increasing crime is ALL I want.	11/11/2020 8:49 AM
1480	Ensure police officers who are supervisors have taken or will take a series of leadership classes. Ensure officers are accountable for their actions and each officer has a 5, 10, and 15 year career plan. This will ensure new officers are trained as experienced officers want to retire. This ensures bench strength within the police force.	11/11/2020 8:49 AM
1481	Strategic thinker. Caring and fair keep police force accountable.	11/11/2020 8:43 AM
1482	Dallas needs a strong police chief that the community will respect, and law and order is the primary Focus	11/11/2020 8:25 AM
1483	Gentrification is NOT inevitable, and infrastructure should not take precedence over community building.	11/11/2020 8:19 AM
1484	That the police chief knows about systemic racism in the police department and deals with it, and builds trust in the community	11/11/2020 7:49 AM
1485	1. I wish there was an "Other" option with the ability to add my own answer to questions 8-10. DPD needs higher visibility on the streets. PERIOD. Question #7 asks the wrong question. Define Trust. Do I trust the police will do their job? Yes. Do I trust the City of Dallas' Police Department can do its job? No. There have to be enough police to police the city and there are not, and as a resident I am very aware of increases in burglaries, robberies, BMVs, street racing, freeway racing, traffic infractions. Dallas needs more cops in cars. And for more cops in cars, we need more cops and more cars. What's the expectation on the incoming Chief to accomplish that and do they have the City Manager's support? 2. What is the City Manager's/City Council's stated vision and trajectory for the department as a whole, that the incoming Chief will be expected to navigate? Or will the Chief have latitude to set/re-set it? Is it the KPMG report's long-term plan? Has anyone sought public input on the report? (I for one think it's methodology was flawed and therefore conclusions/recommendations also flawed.) Has performance against that plan been measured? Is that report a living plan with adjustments being made for changes in data points? The KPMG report, under the most applicable option, indicated we were 700 officers understaffed (as of that time). How's that going?	11/11/2020 7:43 AM
1486	New PC needs to be someone open to working with the behavioral health community to develop proper response protocols for MH emergencies, as well as an openness to developing a relationship between the police force and the behavioral health community itself, as a means of reducing the impact of job related traumatic stress on the department staff.	11/11/2020 7:41 AM
1487	No	11/11/2020 7:31 AM
1488	Something that Dallas has never had and that would be a high level of training for all officers both new and long term.	11/11/2020 7:01 AM
1489	BRING MORE SECURITY TO THE NW SIDE OF DALLAS. IT IS GETTING OUT OF CONTROL	11/11/2020 7:00 AM

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1490	Revising the range of responsibility for DPD. Traffic/various domestic issues need different skills for sure. Aid manpower assignment for Policing in the narrower term. TOO much is expected/with TOO diversity in training.	11/11/2020 6:47 AM
1491	City council	11/11/2020 6:46 AM
1492	We need a person with integrity with a vision hiring popel with integrity. Police should have training on how to de-escalate as much as possible, but be able to use authority as needed.	11/11/2020 6:36 AM
1493	We have the best city in the United States. Make the next hire the best hire. Do not accept second best. Turnover cost money	11/11/2020 6:30 AM
1494	Love our old women chief	11/11/2020 6:29 AM
1495	Fairness. Honesty. Consistency. Open-minded.	11/11/2020 6:27 AM
1496	Consider that Dallas is the sum of it's parts. Protecting and serving the people needs to be inclusive of everyone who lives here. Not just the upper classes. The next chief needs to have a full understanding of the inequitable components of the justice system and budgets that keep some neighborhoods from evolving and residents taking care in their immediate communities	11/11/2020 6:27 AM
1497	I appreciate the interest in soliciting feedback from the community for the survey. However, I think this was a poorly worded survey. Our past police chiefs have done the best they could under restrictive budgets and an unsupportive city council. Crime has continued to rise and our police force has continued to shrink. Either the questions were obvious answers (reduce crime) or it was biased political topics like community policing. We live and work in Dallas, but we have seen a rise in crime. This needs to be solved or people will continue to move out. You should look at cities that have effectively reduced crime and model them rather than looking to cities that are completely out of control right now. There are several initiatives to involve the police in the community and provide resources to help them effectively do this. Respect for law officials os taught in childhood. Not everyone in every field is a good person, but decreasing it because of a few is a ridiculous policy. Since our police chiefs continue to abandon, I think you need to look at the issues driven by the city council and local government. It is not an easy job and the position does not need a political puppet who can do press releases for you and make "woke" comments. You need a strong leader who will clean up this mess you continue to worsen. Homelessness and crime increases and at the rate you are going you are going to turn this into a Chicago. For too many years, citizens have set by and watched your office continue to make poor decisions. At this point you need to vow to decrease crime and stop appeasing people who don't like accountability for actions. If you and your office cannot reduce crime in a year - several people should step down from your positions for failing this community.	11/11/2020 6:17 AM
1498	Recruit from within our own department.	11/11/2020 6:03 AM
1499	The needs of EVERY citizen.	11/11/2020 5:56 AM
1500	We do not need an activist, we need someone who will make Dallas safe. There have been more than a dozen shooting within half a mile of my home. I'm terrified to go down town. We need to address the out of control violent crime or our citizens will keep dying.	11/11/2020 5:31 AM
1501	Transparency transparency transparency. Not only from future chief but during the hiring process.	11/11/2020 5:23 AM
1502	yall coolbeans.	11/11/2020 5:18 AM
1503	Please pick someone who understands Dallas and has experience with a large city police force.	11/11/2020 5:09 AM
1504	The media has done a great job at vilifying the police in many aspects, including racism. As a Hispanic business owner who is very active in the Dallas community, I will say this is not the consensus. We trust, respect, and need the police to do one job only: keep our city SAFE. I have lost my trust in City Hall when they voted defunding the police.	11/11/2020 5:03 AM
1505	I believe the New Chief should understand that trust needs to be built with the Black and Hispanic Communities.	11/11/2020 4:47 AM
1506	Not at this time	11/11/2020 4:29 AM
1507	Please choose the candidate based on qualifications and experience.	11/11/2020 4:13 AM

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1508	proven track record of crime reduction	11/11/2020 2:12 AM
1509	Do we not hire from within and promote someone locally to the position? I'm tired of outsiders who get hired then leave after 3 years.	11/11/2020 1:42 AM
1510	Reach out to Chief Brown he was a good chief that grew up in Dallas.	11/11/2020 12:53 AM
1511	I believe that Renée Hall has been a great Police Chief. It was very apparent from the beginning that she was going to have a rough time with some city leaders. David Brown as well. So question is, what are the city leaders doing wrong? When you have that quick of a turn around, its obvious that it's not the ones leaving or resigning.	11/10/2020 10:20 PM
1512	There is a rise in violent crime in Dallas - the new Police Chief needs to find meaningful and efficient solutions to this problem while also considering the fact that police trust is at an all time low. We need to allocate resources where they are really needed rather than taking the easy route of traffic and parking enforcement.	11/10/2020 9:29 PM
1513	Pick someone whom GOD favors.	11/10/2020 9:27 PM
1514	Consider internal candidates from DPD to help promote trust and career advancement.	11/10/2020 9:06 PM
1515	someone who can improve police morale and hire police to enforce the laws especially related to violent crime	11/10/2020 8:56 PM
1516	Our crime is too high in Dallas. The city is not as safe as it used to be. I want our community's citizens to feel like you can call 911, and the Dallas Police show up quickly and are capable of handling a situation. The community citizens are tired of the speed racers in our neighborhoods and the high crime rates. It feels out of control.	11/10/2020 8:44 PM
1517	A person who understands that their authority and position of leadership comes from the community.	11/10/2020 8:27 PM
1518	Please, Please, PLEASE ensure that you find a police chief who is comfortable getting their police force to de-escalate when their is no need for violent conflict. While what I heard is perhaps anecdotal and from a one-sided perspective, it was UNACCEPTABLE to hear reports of DPD OFFICERS INSTIGATING VIOLENCE at an otherwise peaceful protest and of those officers failing to differentiate between vandals / looters and peaceful protesters.	11/10/2020 8:27 PM
1519	Hire someone who is strong enough to hire good police men and women to protect us and will follow the law. Someone who will not allow protest and rioting to prevail	11/10/2020 8:26 PM
1520	I live in Dallas in the PearRidge apt complex. I've been reporting my downstairs neighbor about the constant weed smoking which has been going on since March when we moved in. I've called DPD out they told me that they couldn't enter their apt based on me smelling the weed. Now it's illegal to even have the weed in the first place and yes I've called and complained to management for months. Now I'm a one year thyroid cancer survivor and feel like we can't get anyone to help us but if we take matters into our own hands then we would be going to jail. I'm just asking for someone to step up to help a hardworking taxpaying 2 job working black woman in her late 50's that just want to have a none weed smelling apt that I pay \$1325 a month for and my daughter lives here too. We shouldn't have to close our AC vents or wear mask in the house because of this stinch. I wear a mask 8hrs a day 5days a week at work I shouldn't have to wear one in my so called home. I know Dallas has a lot of issues but I'm just asking for some kind of help to this long stinky issue. We are trying not to Break our lease. Hiring a Chief that will care about ALL the issues in the city of Dallas and do something about the issues in Dallas. Not just talk about it but can be about it.	11/10/2020 8:15 PM
1521	Never put liberal politics into police policy. Doing so undermines the safety of every citizen.	11/10/2020 8:13 PM
1522	Make sure our police chief and those serving will uphold our constitution and the oath they took to serve our residents in Dallas.	11/10/2020 8:04 PM
1523	Consider all the citizens Dallas Police respond to and not just 1 segment. I believe the current police chief did a good job. Police at every level have to make quick life or death decisions.	11/10/2020 7:57 PM
1524	I'd really like to have someone who LOVES Dallas and is ready to invest in our community. They should agree to live in Dallas and want to be here awhile. I know the suburbs or even highland park is attractive to some but it doesn't feel like that is a true investment in our community. That feels like a not so full buy-in.	11/10/2020 7:48 PM
1525	Do not defund the police department. Do not hire anyone who lives in Houston or Austin, or	11/10/2020 7:22 PM

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who lives outside the state of Texas. No police chief who has been fired elsewhere.

1526	We need a leader who will not give into public pressure, even though our current culture of contempt is at an all-time high. Hold staff accountable while managing community expectations that the police are here to do a job and protect the community. Rarely, if ever, are they called in to a scene due to a positive occurrence. The community needs to keep that in mind. Start early in our public schools to increase education and reduce bias against police from a young age.	11/10/2020 7:12 PM
1527	Sensitivity, respect, and honor to the badge, community, and the city of Dallas. We need a peacemaker who peacefully gets results.	11/10/2020 6:57 PM
1528	Real Experience	11/10/2020 6:56 PM
1529	Learn from his mistake when he hired Rene Hall!!! Don't make the same mistake twice!!!	11/10/2020 6:46 PM
1530	Take the politics out of it. Hire the best candidate for the job. Make the citizens of Dallas feel safe.	11/10/2020 6:43 PM
1531	Someone who reduces street racing, lowers violent crimes, and fights for police budget dollars not cutting.	11/10/2020 6:19 PM
1532	Get a tough cop please, that what we want and pay for!	11/10/2020 6:17 PM
1533	Don't defund. Police need our resources. Reduce bureaucracy. We pay taxes for this protection. We need someone tough, I afraid to stand up for citizens and doing the right thing.	11/10/2020 6:03 PM
1534	Pick a candidate that have the men and women of the Dallas Police Departments back. Don't pick a spineless coward that throws his/her officers under the bus pick someone that is loyal.	11/10/2020 5:56 PM
1535	Yes, the City Manager should take a massive pay cut from his \$400,000 annual salary and apply it to the Chief of Police salary. The Chief of Police duties are far more demanding and far more important the City Manager's.	11/10/2020 5:34 PM
1536	No POLITICS.	11/10/2020 5:26 PM
1537	I would like to have a police chief who is able to utilize all available resources to cut call times. My family is constantly worried if something was to happen how long it would take police to arrive. In addition, violent crimes around the area is a concern for us as we look to expand our family.	11/10/2020 5:25 PM
1538	Anything that reduces corruption and encourages police accountability is a good thing.	11/10/2020 5:12 PM
1539	Please select a candidate that respects DPD and all police. I want to see a candidate selected that backs the officers in DPD. They need more resources and a better bigger budget. We need our officers.	11/10/2020 5:08 PM
1540	Pay good officers more, hold problem officers accountable. Protect officers who are willing to report misconduct and reduce the influence of police unions.	11/10/2020 5:05 PM
1541	I respect the City Manager's role please also get support from this position from Mayor and City Council. Lastly, It's very disappointing to see the ongoing public disagreements between the mayor and city manager. The both of you all should work together or at least have private disagreements. I'm not sure what the problem is but I do not remember this level of public disagreements between the mayor and city manager before.	11/10/2020 5:03 PM
1542	He just needs to be sure and go through all possible candidates experience and meet with leaders to find the best police chief for Dallas.	11/10/2020 5:00 PM
1543	We need a chief that is tough on crime! No excuses, the buck stops with the chief and we, the residents, want results!	11/10/2020 4:59 PM
1544	Someone that can unify, work with President elect Biden, and reimagine what police should be responsible for	11/10/2020 4:40 PM
1545	Give a cultural bias exam. Our school district has implemented this assessment with the application. This can weed out potential Racist Officers who need reprogramming and Cultural Relations Training to recognize their subliminal bias before they manifest into over racial profiling certain ethnic minorities.	11/10/2020 4:39 PM
1546	I love Dallas so much. We need someone that holds their people accountable and sees us as	11/10/2020 4:27 PM

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human beings and not people to be controlled. Keep us in consideration.

1547	Someone familiar and comfortable with our local, Texas/southern ways, NOT a liberal outsider with anti-police values who wants to defund our police, take away their arms and move towards social workers instead of holding and promoting solid law enforcement values.	11/10/2020 4:18 PM
1548	Good luck.	11/10/2020 4:01 PM
1549	Someone that promotes the values of Dallas, which are tremendous! To help with simmering the racial issues and not dividing on race against another. We are Dallas!	11/10/2020 3:59 PM
1550	No	11/10/2020 3:53 PM
1551	I would like to see the chief implement advanced technologies like artificial intelligence and big data to make officers more efficient. I have been saying the same thing in Ft Worth for years but they are not as forward thinking as Dallas. Examples: license plate readers, facial recognition, predictive policing, intelligence fusion using big data. Also: homelessness is not a police problem to "solve", it's a city/county/state problem.	11/10/2020 3:49 PM
1552	This is a management Job so maybe you can look outside law enforcement for capable managers. Possibly from the nonprofit world.	11/10/2020 3:43 PM
1553	Hire someone from a city that Dallas aspires to be like, not someone hardened from a high crime city. I'm speaking of the hiring of the last chief from Detroit.	11/10/2020 3:39 PM
1554	Re-hire Chief Brown. If he won't come back, then hire someone from Texas or promote from within.	11/10/2020 3:38 PM
1555	use modern tech like data driven policing to prevent crime before it occurs	11/10/2020 3:29 PM
1556	Dallas is just getting worse and worse. Something needs to be done now! The way we are continuing will only lead to more violent crimes. We need to refocus and keep our community safe.	11/10/2020 3:24 PM
1557	Consider the scope of police role and ways to involve other professionals in dealing with homeless and mental illness calls. Violent crimes must be first order of business. Consider ways to involve the community most impacted by violent crime.	11/10/2020 3:06 PM
1558	I think its important to evaluate the role of police in non-violent calls, sending social workers and those trained in helping those undergoing mental crisis is an initiative that Dallas should move forward with.	11/10/2020 3:01 PM
1559	Partnering with mental health and community resources & goals.	11/10/2020 2:45 PM
1560	I think it's important for the Chief to be visible and accessible. The Chief needs to have Public Relations, Media Relations and a Social Media comfort level.	11/10/2020 2:42 PM
1561	Chief Brown. Bring him back!	11/10/2020 2:40 PM
1562	Do not depend on a person that is not ready and does not want to become chief because that person knows that he/she person is not ready and forcing that person might come back to haunt you	11/10/2020 2:38 PM
1563	Needs to hold criminals and demonstrators completely responsible for their actions. If Dallas had any guts they would do whatever it takes to hire Sheriff David Clark no matter what the cost!!! But you probably won't, no doubt you will hire some politically correct weenie and things will continue to get worse and us responsible citizens will pay the price. I suspect my email will be instantly deleted but I think the the mayor and city manager should get to see it first. Thanks for the opportunity to be heard.	11/10/2020 2:38 PM
1564	The Police Department has way too many Black people on every level. What is the reason for having so many BLACK supervisors in internal affairs? This includes lieutenants and majors and two out of three assistant chiefs are BLACK, the city manager is BLACK, the mayor is BLACK. NO ONE wants this and that's why there are problems. Seems like you only care enough about one particular group of people.	11/10/2020 2:36 PM
1565	Dallas has struggled with an increase in violent crime all over the City in the past year. There needs to be a refocus towards community safety. The recent trend of reducing police presence in communities "uncomfortable" with officer patrols has done nothing but allow an increase in criminal activity.	11/10/2020 2:36 PM

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1566	I think that he should look from within.	11/10/2020 2:30 PM
1567	No	11/10/2020 2:21 PM
1568	Los Angeles' recent budget reallocations. We don't want violence, we want proper and EFFICIENT training for a police force and enough resources reallocated that traffic / community / mental health issues are not the primary concern of a police force.	11/10/2020 2:11 PM
1569	Ensure the candidate is cognizant of all aspects of racial profiling. Recognizes the homeless population and is able to address the issues with compassion rather than a crime regarding homeless camps. Push for homeless encampments tolerance and not just in the lower income areas.	11/10/2020 2:00 PM
1570	Just want a safe peaceful city.	11/10/2020 1:58 PM
1571	Someone who will be fair to the employees and building a strong DPD family. Look at the low paid employees and find a workable solution to help keep them engaged and fairly compensated.	11/10/2020 1:56 PM
1572	Most importantly, address violent criminal behavior!!! The homeless situation is also out of control!!!	11/10/2020 1:54 PM
1573	Please consider an innovative individual with compassion and understanding for others including those in minority groups as well as a willingness to explore new training and development programs that promote safer encounters between police and civilian, especially those with an innate fear of police and the mentally ill.	11/10/2020 1:53 PM
1574	We have a great city. I pray we can ensure that it remains safe and beautiful.	11/10/2020 1:52 PM
1575	I want to see police on our street. More police officers. More visible	11/10/2020 1:47 PM
1576	If race doesn't matter why is it asked on this survey? Think about that.	11/10/2020 1:45 PM
1577	Consider the new passion and fire in the hearts of the younger generation. Consider what makes America, America is unity and justice for ALL. A passionate youthful-at-heart leader that seeks out the active change that the people of Dallas want to see. We all have a bit of faith restored back in our democracy as of recent. I believe you will make the right decision and wish the best for our city! Go Dallas!	11/10/2020 1:44 PM
1578	Consider supporting the safety of our officers with perhaps outside training facilities? I think the training of our officers is a vital key component to their safety as well as the safety of our community. If we are forced to defund the police officers, perhaps take funding out of another area for better training? (i.e. the dog park improvements?) Coming from an avid dog lover and advocate, I am willing to sacrifice for the love of our officers, and safety of our city!	11/10/2020 1:44 PM
1579	Someone that has a solid track record on ending crime.	11/10/2020 1:39 PM
1580	Protect safety and wellbeing of public including those who serve us in blue - requires really big shoes and an even bigger heart. Brains helps too but not much if lacking heart and soul for big diverse Metroplex peoples. Thanks	11/10/2020 1:39 PM
1581	Someone who considers the importance of deescalation rather than confrontation. This may mean providing ancillary resources to accompany officers to certain types of calls (eg social workers) or specialized training in dealing with individuals who might have impaired cognitive ability, be on the autism spectrum or other disabilities that might make traditional communication a barrier	11/10/2020 1:36 PM
1582	Hiring from within Dallas	11/10/2020 1:35 PM
1583	Candidate must be above reproach in all areas of his personal and professional life both past and present.	11/10/2020 1:31 PM
1584	Please no "woke" activist that permits violence in the name of anti-racism. That would be a disaster for Dallas.	11/10/2020 1:23 PM
1585	n/a	11/10/2020 1:23 PM
1586	Do not hire someone with strong ties to a police association	11/10/2020 1:09 PM
1587	Look for a fair candidate that will treat all citizens fairly and with respect while focusing on reducing crime in all sectors of our city.	11/10/2020 1:01 PM

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1588	Imprisoning people for drug addiction only leads to more crime. Help try to get them the proper help they need through rehabilitation and help programs. More money in taxes to rehabilitation (overall in policing, not just drugs) would lead to a greater reduction in money spent on dealing with homelessness and drug issues. The next police chief should focus on ending the prison industrial complex which only leads to harm the community. Even those jailed for violent crimes should have option to learn to balance their emotions. End the Cycle.	11/10/2020 12:59 PM
1589	Somebody who can bring diverse communities together from Preston Hollow to Little Mexico from Gay Oaklawn/North Dallas/Oakcliff to South Dallas African American Communities. Somebody who has black, white and Mexican friends and not just giving lip service. Poor people are normally not well educated people and have a different set of dealing with things then upper middle class. We need someone who can communicate and understand whatever race, color or ethnicity they are. And unnecessary violent crimes may be dealt with harshly while minor crimes, like stealing some cigarettes should be handled in a much less violent manner.	11/10/2020 12:56 PM
1590	who ever you hire, stand by them. City manager should resign if the police chief quits or is forced out.	11/10/2020 12:50 PM
1591	A candidate who: will be a cop first, politician second will enforce the laws as they are written can put a stop to the violent crime can instill community trust in the police will motivate and train officers to be the best. will promote retention of good officers	11/10/2020 12:46 PM
1592	Efficacy is more important than all other criteria.	11/10/2020 12:45 PM
1593	Pick the best person for the job, not the one that will give the most "check boxes" so you all can run around and promote all the causes associated with those boxes	11/10/2020 12:41 PM
1594	I think the murder rate needs to be dealt with. I don't care about the protests or homeless issue what really scares me in the murder rate. Every time I read the news I read of some violent crime and DPD lack of intervention in time for it.	11/10/2020 12:41 PM
1595	Do not hire someone just because they hit the female/ black box	11/10/2020 12:35 PM
1596	Needs to acknowledge the black-brown-white tensions within the ranks and with the policeman's association, and find people who can handle that dynamic.	11/10/2020 12:30 PM
1597	The Dallas City manager needs an Advisor/ Selection committee to assist him in hiring the right candidate. His track record in making an individual Police Chief decision is not so good.	11/10/2020 12:28 PM
1598	Please get someone who can build relationships with officers. Who will LISTEN to officers and the community.	11/10/2020 12:09 PM
1599	I would like the new police chief to put the city and it's citizens above their own ambition.	11/10/2020 12:07 PM
1600	I think he consider asking for some sort of minimum time commitment. It feels like Dallas has been used as a springboard to prestigious or glamorous super high paying jobs after a very short time as Dallas police chief.	11/10/2020 12:04 PM
1601	I would hope the new chief comes from a city similar in size to Dallas. A smaller town chief will not have faced the complexity of issues a large city presents	11/10/2020 11:55 AM
1602	Listen to other members in the City of Dallas government	11/10/2020 11:53 AM
1603	Track record of reducing crime Track record of support and respect from officers Not afraid of trying new ideas Good judgement in keeping/leveraging officers with institutional knowledge	11/10/2020 11:49 AM
1604	Keep the main thing the main thing. Reduce violent crime, keep our streets and neighborhoods safe. Stay within budget, don't let distractions be a distraction from the role of LEOs. Homelessness, stray dogs, etc. are not the function of the Police - and that should be communicated to Council and City Manager alike.	11/10/2020 11:36 AM
1605	The understanding that crime is a symptom of a larger issue. Addressing crime without addressing the lack of resources in education, infrastructure, housing, and community programs doesn't treat the disease. It only kicks the can down the road. In an ideal world, the budget of law enforcement should be very small. However police agencies run themselves like businesses for some reason, and if they continue, then they need to find crimes or criminals even if they do not exist. Cop's goal should be to shift from law enforcement to social workers.	11/10/2020 11:23 AM
1606	I don't think it's necessary for the new chief to be from Dallas, but I do think it is important for	11/10/2020 11:23 AM

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the new chief to understand the main issues in a city of this size.

1607	That the person chosen can relate to the times we are in and the people and communities he or she serves we don't want another cookie cutter chief who looks likes us but sounds like them.	11/10/2020 11:05 AM
1608	Please consider those experiencing homelessness. They are vulnerable and need those in positions of power to see past the obvious into the heart.	11/10/2020 11:01 AM
1609	We need more policing on beat 114. The New Chief needs to prioritize gentrification neighborhoods and gun control. We have gun shots every single night around here, with half a million dollar residencies!	11/10/2020 10:59 AM
1610	I would like to see the Police Chief encourage alternatives to lethal force and excessive violence, in both apprehension and prevention, and especially for protecting our officers and community. There are new technologies, procedures, and proactive training that need to be pushed forward as a top priority. It is critical that the next Chief encourages transparency and embraces feedback and solutioning from everyone on the force: the guys on the street are a lot smarter than they're given credit for!	11/10/2020 10:53 AM
1611	With so much recent focus on racial justice, BLM protests, etc., the DPD has failed to maintain a proactive presence in many communities. Whether this is a natural recoiling response to (fear of) accusations of unequal policing, eroding morale amongst the force, COVID restrictions or a resource allocation issue, the inevitable result will be citizens taking more of the security and safety in their communities in their own hands. Increases in violent crime, theft, vehicle break-ins and theft, etc. are inexcusable when property taxes go up every year. The answer isn't to de-fund, but put more officers in the field and build community trust. Get out of the patrol car and opt for bicycle or walking patrols instead. Build partnerships with neighborhood organizations and HOAs. The officer in the field is, by default, a community relations liaison. Training for tough situations should not stop at the police academy, but it should be a recurring event--recognizing this may require a bigger training budget and a larger officer corps to support additional training rotations. For all the warranted talk of de-militarizing the police (while still giving them the tools to respond effectively to the spectrum of situations and threats while keeping officer safety in mind), the military does a good job of making training evolutions regular and finding time for "white space" training within units on a weekly, monthly and quarterly basis.	11/10/2020 10:53 AM
1612	Hire the best person for the job regardless of race or gender.	11/10/2020 10:46 AM
1613	We need more police officers not less.	11/10/2020 10:44 AM
1614	Must get street racing abolished ASAP. Needs to get rid of loud mufflers that are disturbing the peace and quite of our city. Crush crime.	11/10/2020 10:44 AM
1615	We want the Constitution respected and honored. I don't want to be shot if I don't wear a mask. I don't want to be forced to get a vaccine that could make me sick. I want election fraud prevented and if it happens, those responsible should be held accountable.	11/10/2020 10:41 AM
1616	n/a	11/10/2020 10:36 AM
1617	Do not let DPA nor social elites dictate what candidates you should consider and hire. Listen to the city as a whole and come up with candidates of diverse backgrounds to consider.	11/10/2020 10:31 AM
1618	He should not only admit the drug war was a farce and total failure, but also be able to quote Erhlichman's admission verbatim.	11/10/2020 10:25 AM
1619	I understand why people want to defund the police. We have lost trust in the organization as a whole. I know that Dallas needs to reduce violent crimes and cannot do that if the police is not funded appropriately. I hope the new chief will be a person who will build relationships within our communities and look into options to help the homeless and mentally ill. We have a moral obligation to help the needy. I also think that the City Manager alone should not make this hiring decision. A citizen committee including representatives from all areas should also be utilized. I think the citizens of Dallas can make an educated decision without bias.	11/10/2020 10:22 AM
1620	Stay in house, do not hire out of State of Texas	11/10/2020 10:19 AM
1621	No, thank you for soliciting our input !	11/10/2020 10:14 AM
1622	It is time to embrace the community. No more draconian approaches to solving crime. Crime	11/10/2020 10:12 AM

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and violence will only decrease when issues such as poverty and resourcelessness are addressed.

1623	Character and values in line with grace, mercy, and truth as define by our Creator God	11/10/2020 10:08 AM
1624	Remember, selection/appointment of our new Police Chief should not be based on what is "politically correct". It should be based on who will listen to the citizens needs. Give law enforcement the tools needed to SERVE AND PROTECT THE PEOPLE and communities we call home. The new chief MUST RESPECT, SUPPORT, AND PROTECT OUR LAW ENFORCEMENT as well. After all they are our first line of defense in a dangerous or crisis situation. If you have a good candidate right here in our city who actually experienced what is going on in our area, I would hope that person would be closely looked at for the position of Dallas Police Chief as well as looking at outside candidates.	11/10/2020 10:04 AM
1625	Community involvement is key especially in communities of color and those of lower socio-economic background. We need to rethink what policing looks like going forward and not be afraid to challenge the norms.	11/10/2020 10:00 AM
1626	I hope the Manager will consider candidates from within the Dallas department, but I am deeply impressed with Art Acevedo, and think it would be a real coup to attract him to Dallas.	11/10/2020 10:00 AM
1627	They need to be able to raise the morale of the department which is low and leads to a toxic environment and bad policing	11/10/2020 9:53 AM
1628	I would like for TC Broadnax to consider stepping down. No confidence in his ability to choose a Police Chief.	11/10/2020 9:42 AM
1629	Hire someone whose record speaks for itself. Look at their personal life and background. Everything matters and is taken to account. I would also like a police chief that takes reducing sexual violence in our community seriously.	11/10/2020 9:37 AM
1630	Find someone who puts citizen's safety first, not try to hide and excuse poor behavior and performance of bad officers	11/10/2020 9:30 AM
1631	Please pick a chief for all of dallas. Someone who is more unifying, professional, and can instill a sense of pride for the the police and pride fir dallas.	11/10/2020 9:22 AM
1632	The City Manager must consider the volatile environment of our large cities today - this hire is not for a best case scenario. We are living in troubled times, and we need a leader who can help us through this.	11/10/2020 9:19 AM
1633	To make them feel welcomed and comfortable and if they're overwhelmed with everything hopefully you have someone they could talk to.	11/10/2020 9:19 AM
1634	Someone who will work within increasing resource restraints, while staying creative and embracing of community policing. Someone who understands this is not an "us v. them" scenario when it comes to communities of color and the desire of some to re-allocate DPD resources to other parts of the city budget.	11/10/2020 9:18 AM
1635	Just hire a good, solid Chief with command experience.	11/10/2020 9:17 AM
1636	People first...When you go into a situation, no matter what, be on the level with people. Be calm-headed and treat others as you want to be treated. Racial issues are real and many people have trust issues because of history...build bridges, not walls!	11/10/2020 9:14 AM
1637	GETTING RID OF THE PROSECUTOR, THE LOW LEVEL INDIVIDUAL THAT HAS CAUSED MOST OF THE CRIME PROBLEMS IN DALLAS	11/10/2020 9:13 AM
1638	crack down on panhandlers and petty crime, along with violent crime	11/10/2020 9:11 AM
1639	Select someone who treats everyone equally but need not be a minority him(her)self. We need to have equal treatment for everyone. I hope you can find someone who has the ability (toughness) to get the job done	11/10/2020 9:10 AM
1640	The New Police Chief be fair across the board.	11/10/2020 8:58 AM
1641	Promote a safe environment for citizens in every neighborhood; reduce crime by lowering the opportunity and incentive to commit criminal acts; and build a positive image of the police and the task of policing throughout Dallas. Do not, at any time, allow the willful and wanton destruction of property, rioting, or murder to occur in Dallas, in the name of protesting.	11/10/2020 8:57 AM

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1642	Hire more officers	11/10/2020 8:57 AM
1643	Please take into consideration the safety of our fine officers and the extremely difficult and dangerous job they are tasked with in keeping our communities safe. This decision should be made based on the needs of our community and without cowering to dangerous and radical nationwide movements. The position should be awarded to the absolute best candidate with the best ideas and track-record, regardless of race, gender, religion or sexual orientation. Our police department is very good, so let's continue to improve and build on the good versus fundamentally changing the department or tearing it down to rebuild.	11/10/2020 8:56 AM
1644	Able to heal the public's heart and trust in the police department. Focus on the re-education of the police force and the public ( if more people would obey the police request instead of arguing with them) there would be less incidents of brutality)	11/10/2020 8:54 AM
1645	We need for the police chief to be a progressive who is searching for innovative solutions, since our communities are already overpoliced	11/10/2020 8:48 AM
1646	Only one thing should be considered: What is his/her record on REDUCING CRIME? All of the other p.c. stuff should be IRRELEVANT!	11/10/2020 8:47 AM
1647	Increase police pay to retain them. Reduce police response times. Bring meaningful strategies to reduce theft & burglary crimes, including home, auto and business. Crimes are being committed within the City of Dallas by people who know there will be no repercussions. Fix it soon or the influx of businesses will continue to go to Dallas' northern suburbs as will the jobs, preferential housing, and quality of life.	11/10/2020 8:46 AM
1648	i think the consultant avenue is a waste of time and money for the city, you as a city manager have been with the city long enough to know what the citizen want and how can you expect people from outside our boundary to pick what we need, you have heard enough complaints from city council, you have city staff people in your office with the expertise that should be able to make that decision, i know there are other things going on that need city manager attention--however in my opinion the city of Dallas, hire too many consultants	11/10/2020 8:44 AM
1649	Dallas need a strong, diversified, individual that can speak to the city with authority, not afraid to answer direct and difficult questions with truth and honesty. Someone not afraid to let the people of Dallas know what is needed. How to get whats needed. What improvements the people can expect from the needs. Stand strong on beliefs of what this city need to do to help make the changes needed to reduce crime.	11/10/2020 8:41 AM
1650	Crime is getting out of control, we need a leader that is willing to get a handle on the crime in Dallas. I moved here 3 years ago and it has gone down hill big time in that 3 years. Fund the police, they need to feel like you have there back at all times, build relationships with the community so they trust you and your staff. Higher more police, give them the training they need to be successful in their job.	11/10/2020 8:38 AM
1651	Honest, came up through the ranks	11/10/2020 8:37 AM
1652	Please hire the best, most qualified person for the job. That person should be experienced in rebuilding community trust, and policing in a fair unbiased manner.	11/10/2020 8:29 AM
1653	Someone who makes themselves available to listen to the ordinary citizen.	11/10/2020 8:27 AM
1654	We need our Chief to have the authority to allocate resources properly. We have people stealing from our properties every single night with no action. HELP!	11/10/2020 8:26 AM
1655	Allocation of funds to sources for other community support agencies and not military upgrades.	11/10/2020 8:24 AM
1656	Dallas is a world class city with the exception of the crime rate. It's caused us to consider leaving the city we love for a safer place to raise our kids. We hope you will place a priority on acquiring and maintaining the best law enforcement talent available and to keep it as a priority with proper attention and funding . Thank you!	11/10/2020 8:13 AM
1657	Hi, I would like if our new police chief were a person focused most on compassionate solutions to the issues that face our city. I don't want to see our homeless neighbors, our addicted neighbors, treated as pests or problems to be solved, but as people who deserve a chance to be whole again.	11/10/2020 8:10 AM
1658	Hire someone that will understand and protect ALL of Dallas, not just the parts with money	11/10/2020 8:08 AM
1659	Yes select someone that is from Dallas, is working in Dallas and understands Dallas. Don't hire	11/10/2020 8:07 AM

## City of Dallas | Community Input Survey - Chief of Police

someone that is not from Dallas, has not work in Dallas and doesn't understands Dallas. Bring someone in from Seattle, New York or Chicago to provide solutions to Dallas is like putting a person in charge of the Democratic and Republican Party that is a Socialist.

1660	Hire someone locally, who knows and understands Dallas, Texas, who has a love the city and would strive to make our city, a better and more harmonious and safe place to live, work, and play. Brotherly love can start with a great leader providing safety for all young and old. Thank you.	11/10/2020 8:06 AM
1661	I believe that more police relations beginning in schools, not saying this is not done, but a persons 1st experience with police should not be an incident and some adults that are less than honest with kids teach them to fear or hate police. No good relationships or recruiting can come from this. These efforts need to be highly publicized as well.	11/10/2020 8:02 AM
1662	Someone who can speak to the people of Dallas that we want to hear from.	11/10/2020 8:01 AM
1663	The way Dallas Police handled the recent protests really destroyed trust that I had in our police. I had thought we were better, and that they cared about protecting our rights. However, I was wrong. Seeing on film and hearing firsthand how the police trapped, sprayed, and manipulated people who were using their 1st amendment rights was one of my saddest moments as an American and as a Dallasite. The Dallas police has a LOT of work to do to regain my trust. Please consider this with the new police chief - 1st amendment rights (especially protesting) and building back lost trust with the community.	11/10/2020 8:01 AM
1664	Do not hire someone from out of state. The Police Chief should be a Dallas local, and preferably native. We do NOT need someone from some other failed city somewhere else in the country, that went the route of progressive policing. We need honesty, integrity, and ethical law enforcement - not progressive politics.	11/10/2020 8:00 AM
1665	Hire someone that won't be afraid to ruffle some feathers within the existing department. Dallas needs someone who will work with the community as well as clean house if need be.	11/10/2020 7:59 AM
1666	Just find the best person for the job, regardless of race or gender. Find somebody who wants to be there for Dallas, will stay at the job and who isn't a political pawn or hire to appease the masses. The city needs a leader and somebody who can give us all some tough love.	11/10/2020 7:55 AM
1667	no	11/10/2020 7:51 AM
1668	Select a person from the State of Texas.	11/10/2020 7:44 AM
1669	consider hiring a person from within the department who has first-hand knowledge of Dallas and experience, and also is highly respected by rank-and-file officers (Malik Aziz comes to mind)	11/10/2020 7:41 AM
1670	Select a person with experience with at least 10 years as a police chief that has a record of good relationships with community and political leaders.	11/10/2020 7:39 AM
1671	Focus on the right person for the job. Good leader, and good manager. Fighting crime is still important in this role - unfortunately there are bad guys in the world. We can try to be kind, but we need police to help keep everyone safe.	11/10/2020 7:38 AM
1672	cops enforce all laws not just parts with no regards to any thing but the law including local state and federal	11/10/2020 7:37 AM
1673	Be smart! Hire a police office not a public relations office. Leave the politics to the Mayor.	11/10/2020 7:31 AM
1674	This is easy for me to say as a white female but pick the right person who is qualified and can do the job. While important to be inclusive and consider gender, race, etc. - none of that matters if we don't have someone with a proven track record of success. Someone who knows how to manage people - to inspire and encourage. Someone we can all look up to.	11/10/2020 7:29 AM
1675	Our police force must be trustworthy and we must make this city a good place for law enforcement to work.	11/10/2020 7:28 AM
1676	Dallas has unique problems, hire someone who understands those problems	11/10/2020 7:25 AM
1677	No	11/10/2020 7:24 AM
1678	Is David Brown tired of Chicago yet and ready to come back to Dallas?	11/10/2020 7:23 AM
1679	The job of the police chief should be to reduce crime while holding police and offenders	11/10/2020 7:22 AM

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	accountable for their actions. Get politics out of policing to keep us all safer!	
1680	Pick the best qualified.... Last time you chose race over quality....	11/10/2020 7:20 AM
1681	I would love to volunteer to be part of any community committee getting to discuss and vet the candidates. Please contact me at [REDACTED] or email me at [REDACTED]	11/10/2020 7:19 AM
1682	Try to get someone who actually cares about the city and their job this time.	11/10/2020 7:16 AM
1683	There should be input from all Legislators and community boards.	11/10/2020 7:14 AM
1684	Strictly focus on qualifications. Experience is everything. The last police chief I think was a political hire and that's why Dallas is so understaffed. Bring safety back to this city. Right now, I don't feel safe here.	11/10/2020 7:08 AM
1685	Hire the best and most qualified person for the position, regardless of what they look like, don't just make the hire look like political correctness.	11/10/2020 7:06 AM
1686	Promote from within! Hire someone with firsthand knowledge of how Dallasites think and behave who has a vested interest in Dallas' success as a good place to live.	11/10/2020 6:58 AM
1687	We are a big beautiful city in the heart of Texas full of life, businesses and promise but also alot of crimes, drugs and homelessness. When you chose the next chief...chose someone passionate about people with a true texan force who can and will turn these issues around swiftly. Our Citizens lives and future of our city depends on it.	11/10/2020 6:56 AM
1688	Hire someone based on their actual qualifications and fit - not the color of their skin or gender.	11/10/2020 6:55 AM
1689	REDUCE CRIME	11/10/2020 6:54 AM
1690	A whatever it takes approach to helping our police succeed, feel supported, have necessary funding, fast response times, more police officers on the ground, and someone who can stand up for department policies even when it might appear the public doesn't.	11/10/2020 6:47 AM
1691	Need to see a strong leader	11/10/2020 6:37 AM
1692	Find someone from this city or area. Really don't appreciate you bringing in someone from out of town that does not understand Daliseites or Texans. Personally I think Broadneck needs to go	11/10/2020 6:31 AM
1693	The Dallas Police Department has one main job, that is protecting the citizens of Dallas and preventing crime. Everything else is second. We need to prioritize this. At certain times I feel like this gets put on the back burner when this is/should be the main priority of every police department.	11/10/2020 6:28 AM
1694	Hire Chuck Norris. Seriously. A lot of people need to be kicked in the face here in Dallas. Chuck Norris is the guy to do it.	11/10/2020 6:26 AM
1695	Be fair and listen to voices of the citizens of Dallas.	11/10/2020 6:24 AM
1696	Too much corrupt behavior & patterns in City hall & on the counsel, make a fair, not self-serving decision but a right and just decision for the betterment of all of Dallas.	11/10/2020 6:22 AM
1697	Trust	11/10/2020 6:17 AM
1698	I would like to see something done about the street racing that happens every weekend around my neighborhood. No one should be allowed to take over streets like that. Random shootings, theft, etc. It all has to stop.	11/10/2020 6:14 AM
1699	Just to please stay away from any candidate inclined to lean toward the new 'cancel culture' attitude toward policing. Nothing has changed. A strong, principled, police force is one of 'the most' essential entities in government. What took place in Portland and Seattle this year was/is totally unacceptable and unjustified. I don't ever want to see that 'cave in' mentality by city officials here in Dallas. I support our police force 100% and have no sympathy for the demonstrators on the west coast and what they got away with.	11/10/2020 6:07 AM
1700	Please consider racial bias and someone who affirms community safety and social building	11/10/2020 6:05 AM
1701	Please hire within Dallas as we really need someone who understands the landscape to fix the problems integral to our community.	11/10/2020 5:58 AM
1702	Someone who will staff DPD to the level we need as they are badly understaffed right now.	11/10/2020 5:57 AM

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Retention of the good cops is important to building a work culture that promotes safety, transparency, and accountability.

1703	No	11/10/2020 5:56 AM
1704	Do not make a politically correct choice when hiring a police chief. Hire the best person period. As a minority living in Dallas for almost 40 years and in Texas all my 68 years of life, I have seen and experienced racism, including systemic racism. DPD is not systemically racist so you and the city council should stop making that false accusation. It makes citizens unduly suspicious of the police and divides the city.	11/10/2020 5:55 AM
1705	Must live in the city of Dallas. All officers should be stakeholders in the community they police.	11/10/2020 5:51 AM
1706	Push for TDLR to create a law enforcement official license and exam, creating a baseline level of education for Texas police officers throughout the state, allowing for a formal complaint process overseen by a third party against police officers, and preventing officers who are removed from positions due to criminal acts/incompetency from getting positions at other departments.	11/10/2020 5:45 AM
1707	A candidate who has the energy and skill set to boost the morale of the department and has the leadership skills to retain officers	11/10/2020 5:39 AM
1708	Someone who is willing to stand up to the police union whenever needed. Need someone who has worked within constrained budgets and be willing to look at a humane way of policing.	11/10/2020 5:31 AM
1709	Low crime rates are fundamental to maintaining and attracting the people who can pay the taxes that support our city.	11/10/2020 5:27 AM
1710	Consider someone with a good track record with the community.	11/10/2020 5:26 AM
1711	Someone who is able to withstand the inevitable criticism they will receive. Someone willing to protect the decent citizens of all races against organized instigators of unrest and terror	11/10/2020 5:20 AM
1712	A policeman's job is to enforce LAW and ORDER. Choose someone who will not capitulate to media's presentation of incomplete "facts" designed to arouse emotional responses that hurt our communities. Choose someone who will protect the innocent and punish the criminal.	11/10/2020 5:07 AM
1713	Hire from within DPD, an individual who has 15 or more years serving dallas as, a DALLAS, police officer.	11/10/2020 5:03 AM
1714	Hi! I'm not sure I'm your target audience for this survey as I'm not a business owner- I'm a 24 year old Dallas native in grad school. But I'd like to see a police chief and city officials that care more about reducing inequalities that asterbate crime rates than about media coverage of the city or only property values of the wealthy. I'd like to see a branch of non armed response teams for those experiencing mental health incidents or houselessness.	11/10/2020 4:56 AM
1715	Someone that has strong leadership, integrity and great respect of others ideals.	11/10/2020 4:53 AM
1716	Would love to see Chief David Brown come back to Dallas. He made a priority of community policing, had excellent community relations here at Northeast, superior crisis management, a man of integrity, and infectious enthusiasm. New chief needs to meet or exceed those qualities. Please don't experiment or settle for less.	11/10/2020 4:52 AM
1717	Hire someone that will build the police department trust both within the department and community. I support the police but you have to remove the "bad" police officers.	11/10/2020 4:51 AM
1718	Crime reduction and quality policing is more important than public relations. When people are safe and treated fairly by the police, positive PR is a natural by-product.	11/10/2020 4:34 AM
1719	The police chief should have the respect of the rank and file officers. This person should be youthful, a go getter, and not subject to your political whims. Do not select someone from a failed northern city. Stop the practice of self dispatching. That practice in itself is highly problematic.	11/10/2020 4:33 AM
1720	N/A	11/10/2020 4:20 AM
1721	Must reduce the increase in crime in our city.	11/10/2020 4:06 AM
1722	stop caring so [REDACTED] much about social justice and protect the people. do your [REDACTED] job	11/10/2020 3:28 AM

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1723	I want someone who thinks for himself and does not break under political pressure. No political correctness - if someone does the crime, arrest them no matter color or gender. Tired of protesters committing crimes. Think about the Police Chief of Detroit. He runs a tight ship!	11/10/2020 3:01 AM
1724	A chief that the front line officers trust and will follow. Listen to the officers and their needs and balance with what the citizens want. City manager already made a bad choice in Chief Hall who had no respect from patrol. Social media showed how little trust there was in the Chief.	11/10/2020 2:22 AM
1725	Let's get the best qualified candidate.	11/10/2020 2:13 AM
1726	Please hire someone who supports community outreach and police demilitarization.	11/10/2020 2:09 AM
1727	Race and gender should not play a part in selection. Someone who is experienced in a successful large city police department. Would prefer to look within the Dallas PD first.	11/10/2020 12:57 AM
1728	I want my wife to feel safe. I don't want her to have to question the intents of authorities. No person should be subject to unjust authority.	11/10/2020 12:45 AM
1729	Hire from within our own ranks!!!! NEVER defund the police!!!! NEVER!!!	11/10/2020 12:37 AM
1730	Defund the police	11/9/2020 11:55 PM
1731	Accountability and transparency are key. The chief not only runs the department, they act as liaison to the public. Obfuscation of certain actions like ex-Chief Hall's fiasco with the Margaret Hunt Hill Bridge protest ketling in June can no longer be tolerated if the department wishes to make amends and improve community trust. If this cannot be absolutely guaranteed by the next pic, then Dallas might as well pick up some Joe Schmoe off the street and hope for the best.	11/9/2020 11:50 PM
1732	Someone who has actually done the job as a patrol officer.	11/9/2020 11:39 PM
1733	Select someone with a track record of community policing and reducing violent crime who balances meeting police officer needs and holding officers accountable.	11/9/2020 11:30 PM
1734	We need results	11/9/2020 11:27 PM
1735	We need a Chief that focuses on reducing crime not by arresting and locking up people, but instead sees and supports non traditional policing. A Chief who is dedicated to securing the safety of folks by understanding that "hotspots" root from poverty and historical institutionalized racism. The only way to reduce illegal activity is by meeting the basic needs of our communities and neighbors. A Chief who sees a human before an offender. A Chief who is 100% going to hold the whole force accountable starting with themselves.	11/9/2020 10:54 PM
1736	Think about how the police it's currently used and how they should be used to benefit and help the community	11/9/2020 10:47 PM
1737	Please try to choose a trustworthy person who is approachable to the officers but will stand firm when needed.	11/9/2020 10:37 PM
1738	Experience and character are key versus checking off all the boxes just to maintain diversity. Need a good leader who thinks about the root of problems and how to fix them instead of slapping a bandage on multiple issues. For example, homelessness - why are they homeless and how can we prevent that from even happening in our communities before they even begin down a path towards homelessness.	11/9/2020 10:21 PM
1739	Stop killing unarmed people	11/9/2020 10:16 PM
1740	We need to focus on managing the violent crime and gang activity within our City	11/9/2020 10:03 PM
1741	Please don't defund police.	11/9/2020 9:59 PM
1742	Hire the best candidate, not because they fit a diversity quota.	11/9/2020 9:57 PM
1743	Focus on property crime that currently has new repercussions and leads to violent crime.	11/9/2020 9:49 PM
1744	Hiring for the long term.	11/9/2020 9:46 PM
1745	HOLD POLICE OFFICERS ACCOUNTABLE FOR THEIR ACTIONS	11/9/2020 9:35 PM
1746	Someone that sends a strong message that Dallas will be tough on crimes and criminals. The DA and last police chief have sent nothing but a message they are soft on crime by making EXCUSES for the criminal and the criminals quickly too full advantage of the weakness. The	11/9/2020 9:33 PM

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criminals need to help responsible for their crimes and not back out on the streets the next day.

1747	I would like to see programs that de-escalates situations. Assistance from social workers and medical professionals might also assist in letting our police men and women focus on actual crime.	11/9/2020 9:30 PM
1748	There should be a diverse board / auxiliary of citizens that he consults throughout the process. Diverse in demographics, income, zip code, relationship with police, etc. And I would ask you to disregard the responses from people living within Park Cities. Park Cities residents have made it clear that they can pick and choose what part of Dallas politics they want to partake in and in choosing the Police Chief, I think that their opinions should be taken with a grain of salt.	11/9/2020 9:29 PM
1749	The Bill of Rights, notably freedom of speech, right to keep and bear firearms, protection from illegal search and seizure, and should uphold the constitution above any local or state laws that could violate the inalienable rights of citizens.	11/9/2020 9:22 PM
1750	Look at the person's credential, NOT their gender, race, skin color, or other things to be Politically Correct. Hire the right person for the job, not a "yes person" or a politician	11/9/2020 9:22 PM
1751	We do not feel safe in Dallas or like the law is enforced equally.	11/9/2020 9:19 PM
1752	Hold criminals accountable for their crimes.	11/9/2020 9:16 PM
1753	Neither gender, race, ethnicity, sexual orientation, political affiliation(s), nor religious beliefs should be considered in choosing the best PERSON for this important job!	11/9/2020 9:03 PM
1754	We need police to keep people and property within our community safe. Not sure our city leaders believe this. If our city leaders don't value our police force it will negatively impact the quality of applicants.	11/9/2020 9:01 PM
1755	Tackles street racing. Someone who is great with community members	11/9/2020 8:59 PM
1756	Yes! Please ASK OUR POLICE OFFICERS for their opinions! They are on the front line and know more than anyone. Very little effort to include them will pay off in immense loyalty if they feel their voices are being heard. After all THEY have been through this year-you OWE it to them to listen to their voices and opinions.	11/9/2020 8:59 PM
1757	No	11/9/2020 8:58 PM
1758	The City Manager needs to ensure the hire upholds the US Constitution as it was written and continues to exist!	11/9/2020 8:53 PM
1759	Seek the best person for this important position with no regard to gender or race.	11/9/2020 8:53 PM
1760	N/A	11/9/2020 8:44 PM
1761	When considering "community relations", the most important communities to consider are those who have the LEAST trust in law enforcement - our communities of color and those who, historically, have been threatened the most by policing practices. That's not to say that all communities shouldn't be considered, but historically and currently - some communities are neglected and/or under greater threat from policing practices. We can be a leader, both in Texas and nationally. Let's make sure every Dallas resident is not only proud, but also not physically or psychologically afraid, when they see DPD out on the streets.	11/9/2020 8:37 PM
1762	Ignore the politics. Follow the data and show the before/after of your tenure. Have a meaningful legacy.	11/9/2020 8:36 PM
1763	I believe this person must be a person of color who is highly trusted by Black and LatinX communities.	11/9/2020 8:34 PM
1764	Do not let current Democrat Party values bias and influence your selection.	11/9/2020 8:31 PM
1765	Someone who will focus on community engagement, trust building and evidence based practices around policing. Someone whose goals are about making Dallas better, not just a punitive or retributive focus and creating a culture of the same.	11/9/2020 8:31 PM
1766	None	11/9/2020 8:27 PM
1767	Strong police partnerships with community outreach programs. Avoidance of school to prison pipelines	11/9/2020 8:21 PM

## City of Dallas | Community Input Survey - Chief of Police

1768	Transparency--Spot light on City Manager thought process. No surprises.	11/9/2020 8:21 PM
1769	Innovation innovation innovation!!!	11/9/2020 8:21 PM
1770	Who is the city manager? What does he do?	11/9/2020 8:18 PM

Q11 The City Manager is the hiring authority for this position. Is there anything else you would like him to consider when he makes this appointment?

Answered: 35 Skipped: 31

Showing 35 responses

#### CURRENT

1. No
2. The integrity of the candidate for the position,
3. Manage more resources for the community. Traffic lights plus police help.
4. Don't let more discrimination between the community and the police
5. Rely on community groups and listen to different opinions
6. No
7. N/A
8. I want a Chief from Dallas, who knows the city and its residents
9. Someone who fights for the safety of our community
10. Accessible to people and end drug trafficking in places in south of Dallas police as a rule ignores.
11. That it is fully supported by the government and that they are just and honest. Understand the needs and different cultures that exist in our city. Thank you.
12. Don't take race into account but the applicant's skills
13. Leader for everyone
14. No
15. Dedication to your work and they like their position to work with the community!!
16. No
17. They do their job well
18. I think he should be a responsible person, with honesty and belief in both spiritual and earthly values
19. Hire more cops because they don't have enough because they don't take a lot of crime and programs for the community and involved with families and events organized by the police.
20. More contact with the community
21. No
22. No
23. No
24. Be a fair person thinking about community safety and value your employees as they take to the streets risking their lives
25. No
26. May he have a good heart directed by God that he is a leader who complies with the laws for the good of the community that helps more than 
27. May he be afraid of God and I will know that he is a good leader
28. Always show joy, empathy and love your family
29. A Chief who understands the Hispanic community being 40% of the population of Dallas

30. Keep an eye on the neighborhoods anymore and there are no more criminals. Stealing and killing, people, and put them in jail. And they also punish those who donate with the cars with jail, and then they leave well.
31. That the Dallas Police Department will not cooperate with migration as there have been good people who have only come to have a better quality of life and they see that as a crime
32. More severe punishment for juvenile offenders
33. The chief of police should reflect most Dallas citizens and have knowledge of cultural changes that have occurred in neighborhoods and communities where there is chronic crime and for systemic reasons residents have suffered racism and cyclical poverty.
34. Someone who will root out racists, protect peaceful protestors and be open to non-police being responsible for mental health and homeless persons when possible.
35. Have a bad reference for the Dallas police. Latino cops act like they're taking care of Latinos and their interests, but actually they are looking out for the main residents of Dallas.