

# The City of Modesto Chief of Police

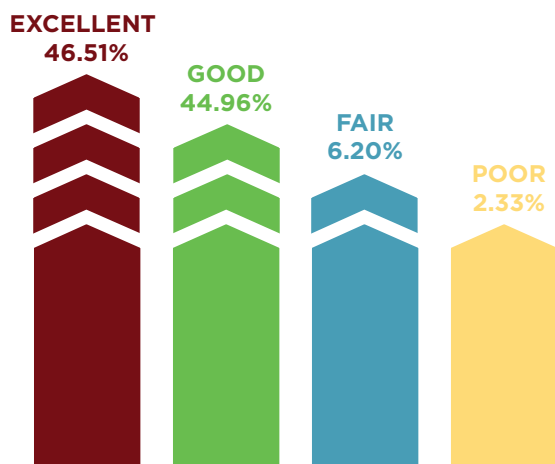


Department Input Survey

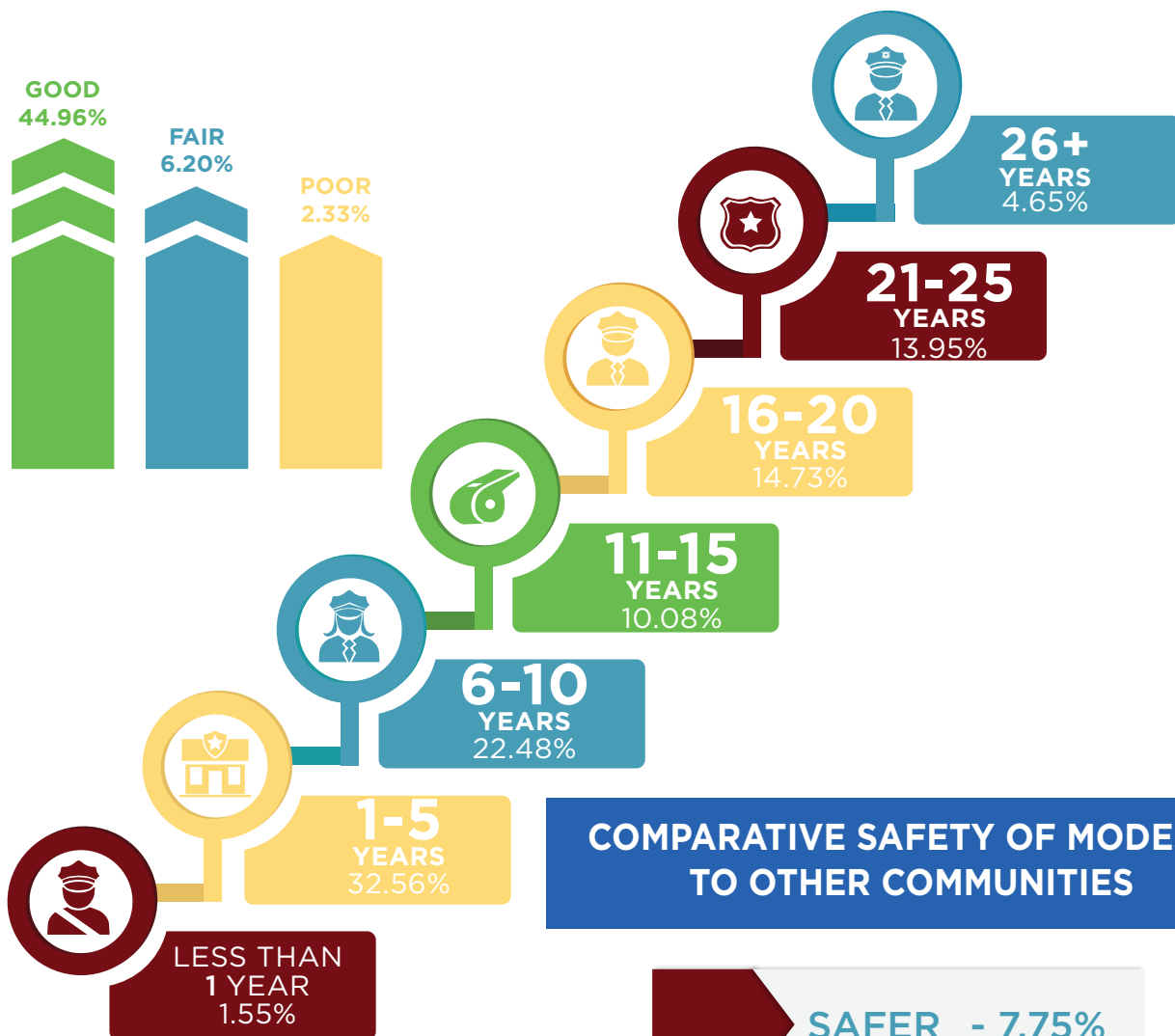
# DEPARTMENT

## SURVEY RESULTS AT A GLANCE

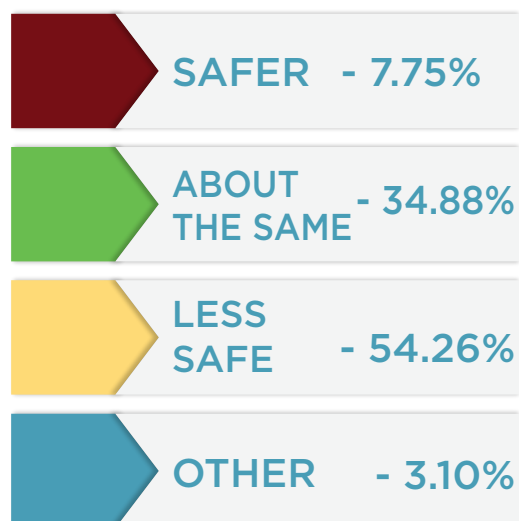
### LEVEL OF TRAINING



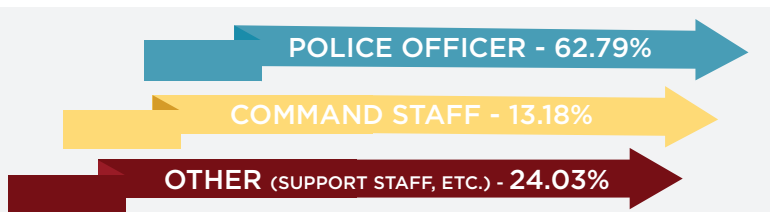
### EMPLOYMENT LENGTH



### COMPARATIVE SAFETY OF MODESTO TO OTHER COMMUNITIES



### POSITION IN THE DEPARTMENT



# DEPARTMENT

## SURVEY RESULTS AT A GLANCE

### TOP 3 CHIEF PRIORITIES

STRATEGIES TO  
REDUCE VIOLENT CRIME

CRIME PREVENTION  
AND REDUCTION

PROMOTING  
POLICE-COMMUNITY  
PARTNERSHIPS AND  
COLLABORATION

### TOP 3 CHIEF QUALITIES

INTEGRITY

ABILITY TO RELATE  
WITH INDIVIDUALS  
OF ALL RANKS IN  
DEPARTMENT

STRONG LEADER  
FOR OFFICERS

### TOP 3 PRIORITIES FOR DEPARTMENT

RESPONDING TO EMERGENCY  
CALLS FOR SERVICE

CRIME PREVENTION & REDUCTION

PROMOTING POLICE-COMMUNITY  
PARTNERSHIPS

### QUALITY OF EQUIPMENT

8.59%  
POOR

10.16%  
EXCELLENT

36.72%  
FAIR

44.53%  
GOOD

32.56%

LIVES IN MODESTO

67.44%

LIVES OUTSIDE  
MODESTO

## **METHODOLOGY – DEPARTMENT SURVEY RESPONSES**

This section of the report summarizes the results of the Department Survey conducted as part of the City of Modesto Chief of Police recruitment process. Internal Department participants answered questions related to the priorities, qualities, qualifications, and skills they believe are essential for the next Modesto Police Department Chief of Police to possess. Participants were given the opportunity to answer questions and provide feedback directly related to the Department as a whole. The City and Ralph Andersen & Associates sought to provide the respondents with some flexibility in completing the survey; therefore, most questions allowed for written comments following the selection portion.

The Department Input Survey was published through Survey Monkey. The survey was available between May 3, 2021 and June 7, 2021. A total of 129 responses were collected.

What follows are results obtained from the survey, including years worked for the Modesto Police Department, top results in key survey categories, and a summary of comments collected from the participants. A complete copy of the comments received is provided in the Appendix.

## INTRODUCTION TO PARTICIPANTS

A total of **129** individuals participated in the Department Input Survey; participants were also given the opportunity to not respond to questions. Participants were asked to select how long they have worked for the Department. The breakdown is as follows:

- Less than 1 year – 1.55%
- 1-5 years – 32.56%
- 6-10 years – 22.48%
- 11-15 years – 10.08%
- 16-20 years – 14.73%
- 21-25 years – 13.95%
- 26+ years – 4.65%

**129** participants opted to share their position in the Department:

- Police Officer – 62.79%
- Command Staff – 13.18%
- Civilian Staff (Support Staff, etc.) – 24.03%

**129** participants opted to share if they live within the City:

- Yes – 32.56%
- No – 67.44%

## RECAP OF THE SURVEY RESULTS

A summary of the Department Input Survey is provided below. A complete copy of the comments received is provided in the Appendix.

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### SAFETY OF CITY OF MODESTO

Participants were asked to provide their opinion on the safety of Modesto as compared to nearby communities. The results of the 129 participants that answered are as follows:

- Safer – 7.75%
- About the same – 34.88%
- Less safe – 54.26%
- Other – 3.10%

The majority of the 4 participants that responded “other” indicated in their comments that the community was less safe when compared to other surrounding communities. Several respondents commented that the safety of the City varied on the area of the City, and it was difficult to compare to other cities without more data.

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### WHAT ARE YOU MOST PROUD OF AS A MEMBER OF THE MODESTO POLICE DEPARTMENT?

Respondents were asked an open-ended question to provide feedback on what makes them most proud as a Department member. Responses ranged from training and professionalism to helping the community. The most common response was that the members of the Department are most proud of other officers and staff that they work with every day. The family-like relationships between employees and the level of professionalism demonstrated by their peers were the most common responses regarding areas of pride.

Most survey participants indicated that they were proud of the Department because of professionalism, relationships with other officers/personnel, and technological advancements. However, other respondents indicated that they were frustrated with what they perceive to be a poor treatment of officers from City leadership as the national conversation surrounding police use of force and policing in general continues. Some respondents feel that the City and Department are focused too much on external politics and not focused enough on the hard work and dedication displayed by members of the Department.

## EQUIPMENT AND TRAINING QUALITY

Participants were asked to provide input on the level of training and quality of the equipment provided.

### **Level of training:**

- Excellent – 46.51%
- Good – 44.96%
- Fair – 6.20%
- Poor – 2.33%

### **Quality of Equipment:**

- Excellent – 10.16%
- Good – 44.53%
- Fair – 36.72%
- Poor – 8.59%

When given the opportunity to provide additional comments, respondents indicated that the training budget is low and focused too much on SWAT tactics. In addition to more diverse training, officers would like more variety in the trainers utilized; several indicated it's the same core group of trainers continuously. Non-sworn personnel signaled that additional resources and training would be helpful. Regarding equipment, the leading cause of concern is the patrol fleet. Several participants indicated that a majority of patrol cars are over 125,000 – 130,000 miles, causing concern that the fleet is overtaxed. Officers indicated that patrol car upgrades are a high priority. Additional comments indicated that the computer systems are outdated or cause frustration (including the report systems).

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## TOP PRIORITIES OF THE MODESTO POLICE DEPARTMENT AND AREAS OF IMPROVEMENT

The top selection among respondents was that “responding to emergency calls for service” should be the Department's highest priority. Following responding to emergency calls for service, respondents felt that “crime prevention & reduction” was the second-highest priority; the third-highest priority was “promoting police-community partnerships and collaboration.” The option with the least responses was “use of force training.”

Suggestions for improvement and comments related to Department priorities include:

- The Department needs to develop better recruiting and retention programs; several participants felt that the Department was understaffed and officers were leaving to go to nearby agencies.
- Focus on officer morale through offering more support for officers, particularly patrol officers.
- Better utilization of non-sworn positions, particularly the IT Department, which participants indicated was understaffed.
- The Department should focus on communication and setting realistic goals; the Department should also communicate goals and achievements better with the public.
- Accountability from the top positions to patrol.
- Several participants commented that there is a heavy focus on SWAT; many indicated that SWAT members are treated differently.

#### PRIORITIES OF THE NEXT CHIEF OF POLICE

Survey respondents were asked to rank a list of priorities for the next Chief of Police.

The top five results are as follows (in order of most selected):

1. Strategies to reduce violent crime
2. Crime prevention and reduction
3. Promoting police-community partnerships and collaboration
4. Crime and disorder associated with the homeless
5. Maintaining public order

When provided a space to offer additional comments, many respondents discussed the need for the next Chief focus on officers over external factors; to ensure that the position remains apolitical. Many respondents ask that the next Chief not give in to a political agenda or bend to the Council or media. A priority for the next Chief is that they understand the Department and the community and work to develop priorities in line with the current focus. Several participants indicated that patrol staff is overworked, and a priority for the next Chief should be recruitment and retention. Additionally, addressing homelessness, ensuring approachability, and accountability for all were listed as priorities for the next Chief.

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#### DESIRED QUALITIES, QUALIFICATIONS, AND SKILLS OF THE NEXT CHIEF OF POLICE

Survey respondents were asked to select three options from a list of skills, qualities, and qualifications they thought were most important in the next Chief of Police. The top five most selected are:

1. Integrity
2. Ability to relate with individuals of all ranks in the Department
3. Strong leader for officers
4. Transparent
5. Quality communicator

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#### DO YOU HAVE ANY OTHER COMMENTS OR SUGGESTIONS REGARDING THE NEXT CHIEF OF POLICE? IS THERE ANYTHING ELSE YOU CAN THINK OF THAT THE CITY SHOULD CONSIDER WHEN SELECTING THE NEXT CHIEF OF POLICE?

Following the initial portion of the survey, participants were given the opportunity to offer any additional comments that they may have related to the recruitment efforts of the Chief of Police or to the Department as a whole. A majority of participants would like the City to select the next Chief from within the Department, though there are comments that the next Chief should come from the outside to dispel the perception of the “good ol’ boys club.” Respondents would also like the next Chief and Department to eliminate what some referred to as a culture developed around the SWAT members. Several participants indicated there is too much emphasis and favoritism surrounding SWAT. Participants would like the next Chief to bridge the gap between the command level and patrol level personnel while holding all levels accountable. Department members that participated in the survey would like the City to select a candidate that supports their employees and has the moral courage to do what is right for the Department and Community. The selected candidate should have excellent communication skills to communicate clearly with the community and Department. Overall, survey participants indicated that the next Chief should support officers, hire additional officers, and create a positive relationship between the Department and the community while remaining apolitical.

# Appendix

## What are you most proud of as a member of the Modesto Police Department?

Answered: 124 Skipped: 5

#	RESPONSES	DATE
1	N/A	6/7/2021 7:55 PM
2	department is pretty progressive with technology integrated with the department	5/24/2021 5:50 PM
3	The way we treat people and care for the city.	5/21/2021 8:53 PM
4	The hard work and dedication of fellow officers	5/21/2021 1:48 PM
5	The training we receive, and the professionalism of its members	5/19/2021 2:58 AM
6	Nothing	5/18/2021 9:43 AM
7	Im most proud of the men and woman that still go out there day in and day out with little support from the admin.	5/17/2021 1:32 PM
8	Our training, reputation and the number truly committed employees we have.	5/15/2021 9:06 AM
9	Modesto has a long history of providing quality service to the citizens of Modesto.	5/13/2021 1:28 AM
10	Having a sense of a higher purpose. The pride my family has for my profession also makes me more proud to work for the department.	5/12/2021 9:37 PM
11	Truly helping people from homelessness to housed.	5/12/2021 4:37 PM
12	This department strives to be a leader in law enforcement/intelligence-led policing and community engagement. The people who comprise the department care about this community, want the best for it, work hard to serve it and we care about one another.	5/12/2021 10:18 AM
13	The amazing work members of this Department do every single day. We have some very talented employees who are very driven.	5/11/2021 11:30 PM
14	The integrity of the employees. I was a Police Officer for 24 years and now a civilian employee. There is a level of respect and integrity here that is not matched at other jobs I had.	5/11/2021 6:03 PM
15	MPD is my second family	5/11/2021 10:30 AM
16	The level of transparency the department has with the community. The department separates itself from the political wars that are taking place.	5/11/2021 9:09 AM
17	We are a professional organization, with good hard working team members who want to do an above average job for the city and department.	5/11/2021 8:09 AM
18	Great work environment, positive attitudes.	5/11/2021 7:41 AM
19	A good majority of our people will do anything to help out others. I am proud of that.	5/11/2021 7:41 AM
20	The community	5/10/2021 10:01 PM
21	The ground-level workers, even those on different shifts, know each other on a personal level, making everyone feel much closer as a family and team.	5/10/2021 9:19 PM
22	Our trust with the community	5/10/2021 8:23 PM
23	The dedication displayed by officers and detectives to ensure criminals are apprehended.	5/10/2021 7:57 PM
24	The line level officers who do the unreal amount of work. Heavy work load compared to 5 yrs ago.	5/10/2021 4:52 PM
25	Our engagement and support within our community.	5/10/2021 3:50 PM
26	The Family organization that it used to be. To me it's always been the greatest place to work	5/10/2021 3:47 PM

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until structure has changed a little bit but hoping for the best for the future.

27	support from the community	5/10/2021 3:12 PM
28	Innovation and the desire to stay up with technology	5/10/2021 1:58 PM
29	Intelligence lead policing	5/10/2021 1:17 PM
30	We have higher standards than neighboring law enforcement agencies.	5/10/2021 1:09 PM
31	Our use of technology and more importantly the heroes that put on their uniforms every day to help others even in the face of insults and at the risk of their own lives.	5/10/2021 12:35 PM
32	This departments professionalism and the way we lead such as being the 1st city to fully implement body cams in 2011	5/10/2021 12:14 PM
33	My ISD unit.	5/10/2021 12:06 PM
34	I feel the department has high quality training.	5/10/2021 11:30 AM
35	Our training	5/10/2021 11:29 AM
36	The hard work everybody puts into serving this city	5/10/2021 11:23 AM
37	Our ability to all work together to achieve common goals. Everyone acts as a team to solve our violent/high profile cases.	5/10/2021 11:14 AM
38	Helping citizens in need	5/10/2021 11:14 AM
39	Community support	5/10/2021 11:12 AM
40	The family atmosphere at the police department and the respect we receive from the community and businesses.	5/10/2021 11:11 AM
41	Commodity within the department and our wide range of experiences we have	5/10/2021 11:05 AM
42	The 4/11 schedule	5/10/2021 10:56 AM
43	Not much to much micromanaging by SGTs all the way to Lts	5/10/2021 10:51 AM
44	I'm proud of the productivity of our staff. We have never given up, but the pace at which we work our personnel is not sustainable and results in attrition.	5/10/2021 10:35 AM
45	Innovation. We are always trying to look forward to where law enforcement is going, and keep ahead of trends or issues within our field.	5/10/2021 10:34 AM
46	The integrity and caring attitude of the members of the Police Department.	5/10/2021 10:00 AM
47	The organization/s continued willingness to innovate and reimagine what law enforcement looks like.	5/10/2021 9:54 AM
48	That for the most part, we work well together as a team.	5/10/2021 9:20 AM
49	The personnel of the department are the strength behind the department.	5/10/2021 8:29 AM
50	Our community involvement	5/10/2021 8:06 AM
51	Community Support	5/10/2021 7:50 AM
52	I am proud that as a department, we train and educate our members very well.	5/10/2021 7:23 AM
53	The training provided to officers throughout our career	5/10/2021 7:14 AM
54	We are much more effective at our jobs than most nearby departments.	5/9/2021 4:24 PM
55	I am most proud of being a motorcycle officer.	5/9/2021 9:42 AM
56	The hard work ethic of the younger employees	5/9/2021 3:33 AM
57	The work our organization does everyday. We engage with the community and work hard to drive the crime rate down to make Modesto a safe place to live, play and work.	5/8/2021 11:23 PM
58	The high quality training and professionalism that is provided to the staff and the community	5/8/2021 3:53 PM
59	We are great at planning for special or large events	5/8/2021 3:42 PM

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60	Being part of a pd that displays a professional image.	5/8/2021 3:37 PM
61	Nothing	5/8/2021 3:32 PM
62	Not much at this moment	5/8/2021 3:06 PM
63	Our ability to solve a lot of crimes and hold suspects accountable to a certain degree. Our court system doesn't always follow through and prosecute to hold the arrestees accountable. But I can say MPD at least did our job.	5/8/2021 12:00 PM
64	At this point nothing. This department was once one of the premier departments in state and a great city to work for. The city treats its employees like a third world government treats it's citizens. The department mentally abuses its officer with fear tactic and absolutely no support. I'm ashamed to be associated with this department.	5/8/2021 9:28 AM
65	Remaining on task to serve our community.	5/8/2021 9:10 AM
66	Our ability to get the job down when extremely understaffed	5/8/2021 8:09 AM
67	The employees of the Modesto Police Department, who show up for work and provide a service to the citizens of Modesto, in spite of ongoing national criticism of law enforcement.	5/8/2021 7:54 AM
68	How far MPD employees will go to help the community	5/8/2021 7:45 AM
69	The environment around the department and community of the city.	5/8/2021 6:42 AM
70	everything we stand for and the people I work with	5/8/2021 6:25 AM
71	our level of training exceeds most other departments in the state	5/8/2021 3:44 AM
72	NA	5/8/2021 1:01 AM
73	I enjoy coming to work and trying to make a difference each day	5/7/2021 10:52 PM
74	The ability to handle complex investigations	5/7/2021 10:12 PM
75	That I still have a job	5/7/2021 8:36 PM
76	Proactive policing	5/7/2021 8:35 PM
77	The officers who continue to work through extraordinary political adversity even while there are significant internal issues in our department.	5/7/2021 8:08 PM
78	officer professionalism	5/7/2021 7:58 PM
79	The community we serve.	5/7/2021 6:46 PM
80	Making the City of Modesto a better place to live and making a positive impact.	5/7/2021 6:23 PM
81	The teamwork on patrol to make things run as efficient as it can	5/7/2021 6:00 PM
82	The people that I work with and how well we respond to major incidents.	5/7/2021 5:59 PM
83	The standard of service our front line workers provide despite the administration.	5/7/2021 5:45 PM
84	I'm very proud of the strides our department has made to be a leader in technology and intelligence led policing. I'm also very proud of the positive relationship we have with the citizens of Modesto	5/7/2021 5:11 PM
85	The outstanding jobs our officers and support people do and the professionalism which is shown to our citizens.	5/7/2021 5:09 PM
86	Our department holds true to its core values or servant leader, courageous spirit and relentless drive.	5/7/2021 5:04 PM
87	It used to be an agency that inspired pride.	5/7/2021 4:55 PM
88	Resilience and drive. We have and always seem to work on a tight budget, have faced many challenges over the years, and we still manage to get the job done. We drive down crime and make this city better for a lot of people. The majority of this community supports us, and given the times, that is rare. So resilience and drive.	5/7/2021 4:50 PM
89	We are family	5/7/2021 4:50 PM

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90	The people I work with.	5/7/2021 4:47 PM
91	Working in law enforcement	5/7/2021 4:42 PM
92	MPD has one of the best training programs in CA, if not the best. I've attended multiple schools and worked with officers from other agencies. Our training is much more advanced and our tactics are much safer. We exceed the standard.	5/7/2021 4:34 PM
93	I am most proud of how the department handled the recent officer involved shooting regarding Lamantia.	5/7/2021 4:32 PM
94	The high level of service we provide with the low level of resources, but I am not sure how much longer it is sustainable.	5/7/2021 4:25 PM
95	The technological advances this department has made sets us above many other agencies in the country. Everyone is family and takes care of each other. I'm proud that our interim chief is local to the community and truly cares of its well being.	5/7/2021 4:22 PM
96	People worked with	5/7/2021 4:18 PM
97	I'm proud of the amount of work each employee puts forth despite the negative attention brought on to all law enforcement by the nation media, the lack of man power, and the lack of resources.	5/7/2021 4:16 PM
98	The hard working front line workers and the positive relationship with our community	5/7/2021 4:14 PM
99	Brotherhood with all employees	5/7/2021 4:14 PM
100	The integrity and professionalism of the employees of MPD. In spite of unrealistic community expectations and perceptions, the men and women of the department continue to show up to work every day to make Modesto better and hold people accountable for their actions.	5/7/2021 4:10 PM
101	The quality of officers. The positive atmosphere. The freedom to be a police officer and able to do my job without being micromanaged.	5/7/2021 4:10 PM
102	On the patrol level, the team aspect of our job makes me enjoy coming to work.	5/7/2021 4:09 PM
103	Our professionalism	5/7/2021 4:08 PM
104	How much we accomplish with the little that we have	5/7/2021 4:04 PM
105	The amount of training offered and available to us	5/7/2021 4:03 PM
106	Good team work among co-workers.	5/7/2021 4:01 PM
107	The people who I work with and the training our officers receive	5/7/2021 3:58 PM
108	"Get the work done" attitude. Officers having a desire to help people and to make Modesto safer.	5/7/2021 3:58 PM
109	Sense of family	5/7/2021 3:55 PM
110	Department structure and department's advanced technology	5/7/2021 3:54 PM
111	The ability for the organization to provide a high level of service despite fiscal and staffing challenges.	5/7/2021 3:53 PM
112	Teamwork and strong ethics	5/7/2021 3:48 PM
113	The commitment to community engagement.	5/7/2021 3:48 PM
114	Officer Safety and Training.	5/7/2021 3:47 PM
115	Friendships	5/7/2021 3:47 PM
116	I am most proud of being a hard working employee with over 26 years of service to this city.	5/7/2021 3:46 PM
117	I'm proud that the department is very forward thinking and moving. It is always trying to find the best and efficient ways to do things.	5/7/2021 3:44 PM
118	The community support we have. We are a professional agency that does not cave to political pressure. We are given the tools needed to successfully do our job and keep the community safe.	5/7/2021 3:44 PM

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119	How well we work together through troubled times. The ability to overcome even when we are short bodies.	5/7/2021 3:42 PM
120	That many of our officers and civilians work harder than what they get paid for.	5/7/2021 3:42 PM
121	Our community support	5/7/2021 3:41 PM
122	Our commitment to training	5/7/2021 3:40 PM
123	Friendliness of the Police Officers and staff	5/7/2021 3:39 PM
124	My fellow line level staff and front line supervisors	5/7/2021 3:39 PM

## Additional Comments about training or equipment?

Answered: 107 Skipped: 22

#	RESPONSES	DATE
1	Not enough time, effort or money is considered for non-sworn staff.	6/7/2021 7:55 PM
2	Too much training about shooting people. Too much emphasis on SWAT tactics . Not enough about criminal investigations.	5/24/2021 5:50 PM
3	It would be nice if the city had a better budget to allow us to attend outside classes like the stan County S/O do.	5/21/2021 8:53 PM
4	Technology and report systems are a joke sometimes, frequent shortage of vehicles	5/21/2021 1:48 PM
5	More useful training for non-sworn patrol personnel. Ex: Detach and person searches	5/18/2021 9:43 AM
6	They have cut our training budget and now try to fit multiple training modalities into one crammed day. In todays day and age, we should be doing more training not less.	5/17/2021 1:32 PM
7	The Department is strapped with a low performing and cumbersome Report Management System (RMS) known as INFORM. The City went cheap and we got what we paid for. This significantly impacts the efficiency of patrol officers. Our training is excellent. But, the City worries more about the cost of training than the liability for not training. We run patrol vehicles to 125,000+ miles on City streets. This is way too many miles. This would be an appropriate level for the CHP driving freeway miles.	5/15/2021 9:06 AM
8	MPD is a progressive department and training has always been valued and implemented. Most of our equipment is in excellent shape, however at times there are better products available and unfortunately low bid seems to win out.	5/13/2021 1:28 AM
9	Patrol vehicles continue to operate well after they have been "miled" out. K-9's are a major asset to the department yet after years and years of handlers asking for covered parking for their vehicles there still is no covered parking for K-9's. The motor unit has a covered area for their bikes though...	5/12/2021 9:37 PM
10	Could be current and up to date. Fleet is always an issue.	5/12/2021 4:37 PM
11	n/a	5/12/2021 10:18 AM
12	Training is good in many ways, but poor in other ways. Range training is good, but they try to turn everyone into a SWAT operator. They need to understand not everyone wants to be SWAT and that's okay. Sometimes they're over the top with treating us like we're rookie SWAT operators.. I've never been on SWAT and have zero desire to be on SWAT. We need more training in other areas too. Our equipment sucks. This is a poor city and they never get us good equipment. Our cars are old. 125,000 miles is way to many. The S/O has way better equipment than we do. They always have and likely always will. It's like pulling teeth when we ask for equipment.... unless it's one of the Departments pet projects, then they have all kinds of money that that stuff.	5/11/2021 11:30 PM
13	N/A	5/11/2021 10:30 AM
14	none	5/11/2021 9:09 AM
15	The training has gotten very good with attention to positive interactions with trainers and scenarios that are appropriate and real world.	5/11/2021 8:09 AM
16	none	5/11/2021 7:41 AM
17	I feel our training staff needs to be more diverse and not mostly only from SWAT. We have a lot of people with talent, that need to be nudged into a teaching roll.	5/11/2021 7:41 AM
18	No	5/10/2021 10:01 PM
19	None	5/10/2021 9:19 PM

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20	None	5/10/2021 8:23 PM
21	Pistol/rifle training are suffering due to funding limitations. The hours spent, in an are that is so important, on training is minimal. Especially since we just had a officer involved shooting that resulted in a negative outcome for the officer involved.	5/10/2021 7:57 PM
22	Training should definitely be something that is top priority at the department.	5/10/2021 3:50 PM
23	Our training is mostly the same every year which I know is important and I understand it's required but I feel like there's definitely more training aspects that are important for law-enforcement officers that I think would help. They focus a lot on physical training which is important however times have changed and emotional and talking to people is much more important and we could use more of that.	5/10/2021 3:47 PM
24	Outdated cars and computer systems. Old Ops building could use a remodel.	5/10/2021 3:12 PM
25	No	5/10/2021 1:58 PM
26	We need to retire some of the older vehicles in our fleet. Some of the crown vics are unreliable.	5/10/2021 1:09 PM
27	Command staff needs to recognize that range training isnt just about shooting. We cover threat identification, shoot/no shoot scenarios threat assessment. Use of deadly force is a major liability and move training should be done	5/10/2021 12:14 PM
28	We do not have cutting edge technology or equipment.	5/10/2021 12:06 PM
29	I'm proud of what we have but I would like more training funds and better equipment.	5/10/2021 11:29 AM
30	Some equipment is outdated. We spend a ton of money on new drones etc. while officers are still wearing ballistic helmets from WW2.	5/10/2021 11:14 AM
31	Better cars	5/10/2021 11:14 AM
32	Need more vehicles. Never enough and I am driving a car that's been mileage out for awhile now	5/10/2021 11:12 AM
33	We are well behind other agencies with a patrol fleet	5/10/2021 11:11 AM
34	Training could always be better. Not everyone wants to push themselves and train harder/more often. And we are lacking updated equipment, but things are getting better.	5/10/2021 11:05 AM
35	Update the fleet. Stop wasting money on cheap report writing programs. Get RIMS.	5/10/2021 11:01 AM
36	The technology based systems have shown to be time consuming, ineffective and often "down."	5/10/2021 10:56 AM
37	People are leaving to other agency's due to the amount of micromanaging that occurs. The fact that Lts are looking at 10-8 times is upsetting. The one benefit is working the 4-11 schedule.	5/10/2021 10:51 AM
38	None	5/10/2021 10:34 AM
39	n/a	5/10/2021 10:00 AM
40	As with most municipalities, we are limited by our budget in balancing what we would like to do as an organization vs. what we can afford.	5/10/2021 9:54 AM
41	There could be better training and equipment for civilian staff. It feels like sworn staff is always the priority.	5/10/2021 9:20 AM
42	We tend to get behind in technology and we do not have any vehicles for the staff	5/10/2021 8:06 AM
43	Sometimes the cheaper equipment isn't the way to go because you wind up spending more in the long run due to replacing it often	5/10/2021 7:50 AM
44	No	5/10/2021 7:23 AM
45	The equipment provided is often not the most comfortable or best out there, in order to have quality equipment it had to come out of our own pocket.	5/10/2021 7:14 AM
46	Rhe departments has a lack of commitment and interest in safety equipment for motorcycle	5/9/2021 9:42 AM

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officers. Such as MotoPort. This is explained because the department does not care about Traffic Safety or DUI prevention.

47	Always seems we are years behind other agencies in tech. Even Oakdale.	5/9/2021 3:33 AM
48	Due to Covid outside training and certain equipment have been tightened. As far as the training within the PD, it's probably the best in CA	5/8/2021 11:23 PM
49	With the budget that the city has for the department and the lack of funds the city has overall, it is difficult to always provide top notch equipment. Often times we are forced to be very resourceful in our supplies. It would be nice to be able to afford better things.	5/8/2021 3:53 PM
50	More training is needed but the first thing they cut is the training budget	5/8/2021 3:42 PM
51	Out dated equipment that is either constantly breaking or down	5/8/2021 3:37 PM
52	None	5/8/2021 3:32 PM
53	Training is always the same. Detac and Range... Detac and Range. Oh, and the other state mandatory things sprinkled in when necessary.	5/8/2021 3:06 PM
54	One thing this department excels in is the training. I came from another agency and the training here beats any training by another agency in the region. Our equipment is in poor shape. Our fleet of vehicles for detectives is not in great shape. I don't know if it was budgeting issues or poor planning. My biggest complaint is our outdated computer software for CAD and report writing. There are systems out there that are ALL IN ONE package. We seem to use 20 different programs to avoid a higher cost. This isn't the most efficient for patrol officers and detectives.	5/8/2021 12:00 PM
55	The training is geared towards putting liability on the officer. Once again showing the department has no intention on supporting the officers.	5/8/2021 9:28 AM
56	Training seems to be more focused on sworn personnel	5/8/2021 8:09 AM
57	The training has recently improved with more scenario based training. The training has become more practical to what the officers are facing on a daily basis. The instructors are passionate about their fields of expertise.	5/8/2021 7:54 AM
58	there is still a lot of old equipment that is used that could be updated, such as new printers, chairs, computers	5/8/2021 7:45 AM
59	We do not always have the budget necessary to purchase new and updated equipment.	5/8/2021 6:25 AM
60	none	5/8/2021 3:44 AM
61	Riot gear needed.	5/8/2021 1:01 AM
62	MDT's are slow and horrible. Vehicles are decent but we should equip ours like the Sheriff's Office	5/7/2021 10:52 PM
63	The vehicles are constantly ran. Lowering the milage would provide a more reliable vehicle	5/7/2021 10:12 PM
64	Department focuses on too much buzz word trash. Quit buying into the nonsense axon tells you you need. Predpol is trash and spending anymore money on it should be called embezzlement. Axon is also trash. Focus on your people and not pleasing the media and giving in to social pressure.	5/7/2021 8:36 PM
65	The fleet needs fixing. We get great training here	5/7/2021 8:35 PM
66	None	5/7/2021 8:08 PM
67	in car computers and report writing systems still have issues. patrol vehicles high mileage and too few in fleet. uniform allowance too low. money saving items like LBV vest are officers \$(500).	5/7/2021 7:58 PM
68	The training that we receive at MPD is excellent.	5/7/2021 6:46 PM
69	Need more cars	5/7/2021 6:23 PM
70	The training we receive is well. Equipment is very poor, vehicles are well over their mileage out, have a lit up dashboard and sound like it's falling apart. Our computers in the car are	5/7/2021 6:00 PM

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horribly mounted and the systems are slow, constantly crash and are extremely inefficient. This creates a longer time to get reports done or respond to simple calls.

71	We have a lot of tools that many other agencies do not. Our training is great. The biggest issue that I have with equipment is the CAD and RMS systems. We went cheap and it shows. This costs officers time in the field due to slow loading screens and redundant input of information. We should be looking into RIMS and in-house dispatchers.	5/7/2021 5:59 PM
72	We used to have excellent equipment and send everyone to at least 1 or 2 schools outside our department. Now we just regurgitate our departments training over and over with nothing new.	5/7/2021 5:45 PM
73	Our training is second to none in Stanislaus county. We have invested in using new technology and strategies to give our officers every advantage to achieving a successful resolution to our calls for service.	5/7/2021 5:11 PM
74	N/A	5/7/2021 5:09 PM
75	Training is good and seems applicable, equipment is good and reliable	5/7/2021 5:04 PM
76	Our fleet is old and needs updating. Training is decent but it's the same core group of trainers. They lack real life experience. They're great at their subject matter in theory but not in practice.	5/7/2021 4:55 PM
77	Our training has progressed significantly over the years. It is some of the most realistic around. Budget has limited a lot of opportunities for more advanced training, however.	5/7/2021 4:50 PM
78	Additional training could always be helpful and will only make our officers better at their job.	5/7/2021 4:47 PM
79	Mixed messages by the training Sgt during active shooter training telling us he wants to hear more shots fired and we will Kill the bad guy , not take bad guy into custody. Bad training, thought process and choice of words by Sgt. Binkley. He also praised new Officers who were quick to shoot bad guy when bad guy was not giving up fast enough but also had his back to the officers.	5/7/2021 4:42 PM
80	Equipment: to have quality equipment you need to purchase it on your own.	5/7/2021 4:34 PM
81	During discussions with certain college professors, I firmly believe that training at MPD should involve more cultural/diversity training, especially for officers. Considering the latest message regarding people of color in the city and distrust, I believe it is important for MPD employees, especially officers, to receive increased cultural awareness training and diversity training. People of color often have different perceptions/beliefs/values due to their ethnicity. To better understand the ongoing mistrust between people of color and MPD, perhaps MPD should focus on these types of training.	5/7/2021 4:32 PM
82	The training is good, equipment is ok, staffing is abysmal.	5/7/2021 4:25 PM
83	Equipment is superior when compared to agencies throughout this state. Training is a constant thing. Although there could be more training such as physical fitness, the Modesto Police Department offers a lot of training to advance through a career.	5/7/2021 4:22 PM
84	Usually lowest bid equipment	5/7/2021 4:18 PM
85	None	5/7/2021 4:14 PM
86	None	5/7/2021 4:14 PM
87	Fair is not good enough for the purposes of retaining officers and giving officers every safety advantage possible.	5/7/2021 4:10 PM
88	The headlights on the crown Vic's can be better. Some crown vic's have 130,000 miles on them.	5/7/2021 4:10 PM
89	Vehicles need work. At this point it feels as if the department can't keep up with the amount of cars that are becoming out of service. Officers are driving vehicle with over 130,000 miles on a vehicle with lighting deficiencies. The more we write the vehicles up, they keep coming back with whatever minor fix our shop does but will be out the very next day.	5/7/2021 4:09 PM
90	Equipment is a huge cost but an important. Officers regularly purchase items on their own	5/7/2021 4:04 PM
91	Make equipment readily available and need to update some equipment	5/7/2021 4:03 PM

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92	It would be nice to have more training opportunities with other agencies to see how they operate.	5/7/2021 4:01 PM
93	We need a new Records Management System. Ours is so inefficient and time consuming.	5/7/2021 3:58 PM
94	We need to move with the times We are behind in technology	5/7/2021 3:55 PM
95	Technology advancement is great. The departments fleet is lacking in many areas.	5/7/2021 3:54 PM
96	Throughout my career the Modesto Police Department has always been complimented on the quality of training it provides to its staff and outside agencies. We host numerous site visits every year from other agencies wanting to see how we use technology and equipment to improve our public safety efforts.	5/7/2021 3:53 PM
97	The first 4 months of my employment I did not have a Field Training Officer, and was trained by a fellow CSO. This was at the start of Covid so understandable. My trainer was great, and I learned a lot, however, did not get on patrol until after 4 months.	5/7/2021 3:48 PM
98	Vehicles are poor, only basic equipment is provided.	5/7/2021 3:47 PM
99	The city takes training for granted. They expect our employees to be fully prepared and trained, yet they do not want to provide the necessary time to ensure we can get them trained properly. Knowledge and expertise doesn't just happen.	5/7/2021 3:46 PM
100	No	5/7/2021 3:44 PM
101	Our cars are run down. Our cars are supposed to mile out at 125,000 miles (which is a lot to begin with but it's understood) and we are still running cars that have 135,000-140,000 miles. It makes the cars unsafe. It did not used to take this long to rotate a new car in but as the years pass, it is seeming to take longer and longer.	5/7/2021 3:44 PM
102	We need more patrol vehicles. Our fleet is low.	5/7/2021 3:42 PM
103	Some of our IT department was cut during the pandemic and they were already short people.	5/7/2021 3:42 PM
104	Our vehicles and the system to maintain and replace them could use lots of improvement	5/7/2021 3:41 PM
105	Our vehicles seem to be fixed with cheap parts and break down a lot. Our report writing system is terrible.	5/7/2021 3:40 PM
106	N/A	5/7/2021 3:39 PM
107	Our equipment budget needs fresh look. The patrol car and detective car situation is terrible. Why do we have cars that are 150,000 + miles and constantly breaking down.	5/7/2021 3:39 PM

## Do you have any additional comments or suggestions on overall Police Department priorities?

Answered: 102 Skipped: 27

#	RESPONSES	DATE
1	N/A	6/7/2021 7:55 PM
2	We need to handle the actual crime in the city, not perceived issues.	5/21/2021 8:53 PM
3	No	5/18/2021 9:43 AM
4	I understand that we need to build trust and partnerships with the community but we also are here to protect people and fight crime. It seems like we are more interested in "making friends" than doing police work. We also need to learn the words no! Sometimes we just cant make the public happy. We need people in upper admin to back their people and sometimes tell the citizens no. We cant be everything to all people. The special interest groups and people in power shouldn't get special treatment. Everyone deserves the same service, not just the loud vocal minority or wealthy/powerful.	5/17/2021 1:32 PM
5	We have a significant recruiting issue. We cannot recruit and retain quality applicants. We hire and train a lot of officers only to lose them to other agencies where they can make the same or similar money and work less. By the end of 2021 we are going to have a real problem staffing our shifts. This should be a high priority.	5/15/2021 9:06 AM
6	Command staff needs to realize it takes all of MPD to provide quality service to the citizens of Modesto. Ideas are great but someone has to implement and complete those ideas. Modesto will never be a wealthy community. Every dollar is important but unless Modesto is a safe and clean place to live it will continue to get worse. MPD can't fix everything but everything seems to land on MPD's doorstep. MPD needs to streamline its services yet still provide the best possible service it can.	5/13/2021 1:28 AM
7	More programs with the youth should be implemented in an effort to stop this societal norm that disrespecting authority is acceptable.	5/12/2021 9:37 PM
8	no	5/12/2021 4:37 PM
9	There are two other priorities that tie into the ones marked above - appropriate staffing of non-sworn personnel to handle calls for service that don't require a sworn officer as well as a different approach to mental health related calls for service (barring any violence/weapons)	5/12/2021 10:18 AM
10	We only have so many officers/staff. Figure out our priority is and focus on it. The moving daily goal line gets old. It's hard to focus on the end if no one knows where it is. Stop changing directions day to day. Watch Commanders, Captains and Chiefs need to get on the same page. Lieutenants are all so different and give different messages. It confuses people ultimately frustrates them and makes them less productive or just give up. The people running this place need to all get on the same sheet of music. It seems some "leaders" are more concerned about positioning for the next promotion, they fail to lead. We need leaders.... not dictators.	5/11/2021 11:30 PM
11	Non emergency calls for service go unmet or delayed so much that citizens sometimes feel a call to PD will be a waste of time and don't report. Need more officers on the street to respond and have time for proactive crime deterrent activities.	5/11/2021 6:03 PM
12	Homeless issues	5/11/2021 10:30 AM
13	Our department has done a good job prioritizing public safety. As an employee that lives in this community, I would hate to see the department step away from prioritizing our safety and moving to a community ran department.	5/11/2021 9:09 AM
14	The Department needs to develop realistic goal of what can be addressed with the resources/ personnel we have and effectively relate to the community what those resource can do without burning employees out.	5/11/2021 8:09 AM

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15	no	5/11/2021 7:41 AM
16	This department needs to take care of it's personnel first. The return on this investment would be our people connecting with our community way better than what we are doing now. We do a great job serving the community but our administration doesn't do a good job taking care of our own "family."	5/11/2021 7:41 AM
17	No	5/10/2021 10:01 PM
18	I believe community trust can be built by driving down crime aggressively, while being transparent regarding tactics and legal processes. Modesto has a long history with gangs and drug use. Youth mentoring and prevention services play a major role in preventing gang membership and drug use. The youth intervention can double as community engagement, but in the past this department has put too much emphasis on community bonding events with no other purpose than to look good to the media.	5/10/2021 9:19 PM
19	None	5/10/2021 8:23 PM
20	Prioritize keeping officers from leaving this agency. Many leave for monetary reasons, but there is a huge spike in officers feeling moral is low due to certain members of command staff who lack leadership abilities. Also, we must make employees feel like family, but that mentality is not displayed by certain command staff members. We need to improve moral by making officers feel appreciated. Finally, we push officers to do more with less staff. We need to realize that adding additional priorities, such as handling transient issues when they could be proactively seeking criminals engaged in more serious crime, hinders moral due to the constant request to handle transient issues.	5/10/2021 7:57 PM
21	Staffing. We need to hire more police officers and community service officers.	5/10/2021 3:50 PM
22	I think if there's going to be specialized unit then we need to prioritize what they're responsible for. Everything always falls back on patrol officers which I currently am and they want more and more however we're working with less people and way more violence. Something has to give and it's always patrol and that is not working that's why our department is losing people at mass rates.	5/10/2021 3:47 PM
23	We need more officers	5/10/2021 3:12 PM
24	Getting officers back within elementary and High Schools / Dare Programs etc.	5/10/2021 1:58 PM
25	No	5/10/2021 1:09 PM
26	I think there should be monthly verbal communication / de-escalation training	5/10/2021 12:35 PM
27	staffing levels should always be a priority	5/10/2021 12:14 PM
28	Partnering with other local agencies instead of pushing them away.	5/10/2021 12:06 PM
29	I would like the department to back their employees up. Employees are afraid to do their job because they don't feel they have the support of administration. People should be able to conduct their job without fearing of losing everything, or that a video release will be published throwing the officers under the bus.	5/10/2021 11:30 AM
30	STAND BY YOUR OFFICERS IF THEY ARE IN THE RIGHT.	5/10/2021 11:29 AM
31	Na	5/10/2021 11:14 AM
32	Needs to be rebuilt and restructured.	5/10/2021 11:12 AM
33	We need to clean up the streets. We do not need to fall into a dirty city with trash and homeless scattered throughout the streets like most other cities in California. We need to show cleaner streets help a city thrive and be successful.	5/10/2021 11:11 AM
34	No	5/10/2021 11:01 AM
35	I think our department needs to focus on officers moral. I have often felt that I always have somebody watching me and how long I am "10-8" and or trying to find things that I did wrong. It would be refreshing to hear about the things that we do well while still learning on how we can improve.	5/10/2021 10:56 AM
36	Worry about the patrol level. Take care of your young officers so they stay.	5/10/2021 10:51 AM

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37	Internal focus is an area that can't be ignored. Assessing capacity and service levels is something that needs to be looked into. What calls can be civilianized or have a reduced response or no response at all? It seems there is little tolerance or appetite for this by our current Interim Chief, City Administration and Council. I wonder how long our most dedicated people will hang on with the intense pressure they feel.	5/10/2021 10:35 AM
38	Nope. There is a lot we need to focus on, and unfortunately, you cant just look at three categories, we have to address all categories to the best of our ability.	5/10/2021 10:34 AM
39	N/A	5/10/2021 10:00 AM
40	Moving forward MPD and the City of Modesto must figure out how to recruit and retain highly qualified officers amongst dwindling applications, low interest in the profession, financial uncertainty, and a competitive job market.	5/10/2021 9:54 AM
41	No	5/10/2021 9:20 AM
42	We need to work more with young people/kids. They are the future of our community/state/country. We need to establish diversion programs again, DARE, etc so we can educate them	5/10/2021 8:06 AM
43	I understand that we need a good public/PD relationship, but sometimes I feel like that over powers the actual reason/need for police	5/10/2021 7:50 AM
44	No	5/10/2021 7:23 AM
45	I think several things should be priorities, but it is extremely difficult to try and accomplish ALL the priorities well when you are so under staffed.	5/10/2021 7:14 AM
46	The department should refocus on Traffic Enforcement. For too long this department had allowed the Traffic Unit to dwindle down. Currently there are only 4 motorcycle officers for a city with 200k plus people. How is that acceptable? DUI offenders are on the rise. We used to have 2-4 DUI officers, now we have none. DUI offenders and bad drivers are killing INNOCENT people, people who committed no crime and do not belong to gangs or make poor life decisions. The department can do more to promote a culture of traffic safety and reflect that with the appropriate staffing in Traffic. Study after study has suggested a good Traffic Enforcement program refuces crime.	5/9/2021 9:42 AM
47	While all of the above are good priorities, I believe we do a good job at them so I chose the ones that I believe have the greatest impact on safety of our citizens.	5/9/2021 3:33 AM
48	We need to promote within the organization. Outside chiefs do not know the city or the employees and community. Our department handles more calls than most agencies near us. We pride ourselves on professionalism and the desire to make this city and organization better.	5/8/2021 11:23 PM
49	No	5/8/2021 3:53 PM
50	Stop trying to be everything to everybody.	5/8/2021 3:42 PM
51	Improving morale to prevent experienced officers from leaving	5/8/2021 3:37 PM
52	Better wages and benefits to attract better applicants	5/8/2021 3:32 PM
53	The department heads need to quit being spineless leaders. The department is low on officers and we can't recruit enough because this department is going down hill. We need a leader that is going to support us when we do the right thing. Not just give in to public pressure because it's the popular thing to do. Somehow leaders have lost sight of that and believe the popular thing to do is the right thing to avoid chaos and issues by protestors. We chose this profession to do the right thing even if it's the unpopular thing to do. We will continue to lose officers if we choose a chief that only cares about perception. Our families see these spineless leaders and encourage us to get out of the department. That's why the sheriffs department is fully staffed off our employees. Because they fled to a department that has strong leaders.	5/8/2021 12:00 PM
54	Support the officers who have weathered the worst year in recent history. Command staff accountability for abuse of power, which has resulted in an environment of command staff Bullying and management by fear.	5/8/2021 9:28 AM
55	Additional IT personnel to utilize software programs to their greatest potential.	5/8/2021 8:09 AM
56	no	5/8/2021 7:45 AM

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57	no	5/8/2021 3:44 AM
58	NA	5/8/2021 1:01 AM
59	Officer health and morale should be higher on the priority scale. Staffing is an issue and officers commonly get denied time off due to minimums. We have less officers on patrol but still respond to the same amount of non police type calls. We need to revamp the online reporting and what calls we actually respond to and be on the same page with dispatch so they aren't being dispatched. Department needs to be less stat driven and worried about how long officers have been "10-8". There's a reason several officers have left for local agencies and it will get worse if changes aren't made.	5/7/2021 10:52 PM
60	Traffic seems to not be a priority however has a high rate of collisions and fatalities. These collisions affect all members of the community	5/7/2021 10:12 PM
61	Quit focusing on the feel good nonsense on social media. You're trying to hide how bad crime is with just trying to show community engagement. The world isn't rainbows and butterflies. Quit trying to show the world that's what Modesto is. Modesto is literally the place that will steal your patio furniture out from under you.	5/7/2021 8:36 PM
62	Priorities are working with the DA's office for better prosecution	5/7/2021 8:35 PM
63	city hall eliminated 20+ infilled positions. Officers are over worked, underpaid	5/7/2021 7:58 PM
64	The police department should be able to respond to priority calls and be able to have down time to engage with the community.	5/7/2021 6:46 PM
65	No	5/7/2021 6:23 PM
66	We have a good department with good officers who want to make a difference. The priorities should not be focused on getting officers in trouble for small things that can be fixed over a conversation. Not IA	5/7/2021 6:00 PM
67	We already do a fantastic job at the areas that I did not select. We need to increase enforcement. For a city with over 215,000 people, only having 4 traffic officers is a shame.	5/7/2021 5:59 PM
68	Accountability from the top to the bottom. Moral is at an all time low because of scandals at the top being covered up for years but continue promoting the problem. All of the administration knew about the issue but no one did anything until the city HR handled it. The rest of the administration should have been investigated as to why they did nothing.	5/7/2021 5:45 PM
69	The department and city government needs to put added priority on recruiting new, highly-qualified, officers. The salary is comparable to other agencies, but considering alternative benefits/perks may encourage officers to come to MPD and STAY here. The Sheriff's department has various programs for health and wellness that cause people to gravitate toward their agency.	5/7/2021 5:11 PM
70	Better utilization of the part-time work force.	5/7/2021 5:09 PM
71	We need a strong leader who will not give into the media, someone who has a strong backbone. Someone with integrity who always does the right thing no matter what is popular.	5/7/2021 5:04 PM
72	The department is wasteful and short sighted. Under Armendariz we employed Prepol. He was informed it intellectually dishonest and continued its use. Right now we are using compstat which hails from NYPD. This is a deeply flawed system. When crime stats change, Command staff takes a bow and claim victory. This is dishonest. If I were king for a day, I would focus our energy and money on tangible things like people directed enforcement and honest community relations relations.	5/7/2021 4:55 PM
73	We need to continue to focus on our employees, their health and wellness first. I am firm believer that when you take care of the employees, they will take care of the people they serve. We need to have an inward focus on our employees, give them the tools and support they need, give them the training to do the right thing, and they will do the right thing.	5/7/2021 4:50 PM
74	Stop the micromanagement at the patrol level. Current supervisors have have made this a poor working environment. People can be managed, trained and disciplined in a much more effective way that the current style.	5/7/2021 4:42 PM
75	The biggest issue with MPD is the department expects a five person job done by one individual. The lack of officers is one reason. The other reason is officers are pushed to make	5/7/2021 4:34 PM

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stops and be proactive, but this causes delayed 911 call response and rushed police reports. I would like the new chief to look into this. A survey was recently conducted at the department and the #1 complaint was delayed response. I don't know the answer since man power is an issue, but I feel the taxpayers who call 911 should get the response they deserve. I also feel rotating detectives after only four years is a horrible idea. At year four a detective is feeling confident and their knowledge has grown. At this point they are sent back to patrol. The investigation division and the citizens of our community lose that experience and knowledge. That experience and knowledge help solve crimes and help prevent crimes.

76	I have one additional comment. There seems to be a MPD subculture of perceiving certain areas of Modesto as overwhelmingly "bad" or "ghetto." I believe that generalizing and stereotyping these communities as "bad" or "ghetto" is wrong and immoral. As a person who has had family and has grown up in these areas, it is also offensive to constantly hear MPD employees talk down on the people of these areas. This is my opinion and my only additional comment.	5/7/2021 4:32 PM
77	In my almost a decade here the city and its people keep asking for more and better ... while giving fewer resources and less support. If this department doesn't get healthy they will loose every qualified officer who has more than a couple years left.	5/7/2021 4:25 PM
78	A priority should be the well being of officers. As them consisting as the bulk of the department and doing some of the hardest work, I think the focus should be on them rather than pleasing the community first. It is important to have a connection within so then it can shine outside.	5/7/2021 4:22 PM
79	Need to move to and enforce online reporting for non violent, no suspect info reporting.	5/7/2021 4:18 PM
80	One additional priority should be re-focusing on the youth within the. community. Youth programs such 10K With A Cop, Save Me A Seat, WAKEUP, and SRO program not only help prevent crime, but also helps to develop/build a strong bond between local youth and law-enforcement which is beneficial to our community for years to come..	5/7/2021 4:16 PM
81	None	5/7/2021 4:14 PM
82	Communication with department employees	5/7/2021 4:14 PM
83	Stick to the basics and do not unnecessarily burden the PD with other less important tasks that "feel good" but directly hinder the ability to get the main job done. Do not let the voices of a vocal minority overwhelm the majority who ultimately just want a safer community.	5/7/2021 4:10 PM
84	The department is very structured. The department has solid core values, and always finds away to make the city a safer place. We are blessed with amazing leadership. The command staff does a great job at explaining what the weekly goals are each week.	5/7/2021 4:10 PM
85	We need to develop some program to implement officers back into the schools. Youth is the future and bridging more or a gap with the youth helps with community engagement. We also do not have enough officers. No matter what schedule we have, there is just not enough to manage this busy city. Officers within the 3-5 years are already being burnt out due to the call volume.	5/7/2021 4:09 PM
86	Proactive enforcement is crime prevention	5/7/2021 4:04 PM
87	None	5/7/2021 4:03 PM
88	I believe crime prevention, reduction and police-community partnership should begin with working with young people. Working with the community and empowering them to help themselves would help them overall.	5/7/2021 4:01 PM
89	Need to work on recruitment and retention ASAP. Our Sworn staffing levels are at the lowest level in years.	5/7/2021 3:58 PM
90	No	5/7/2021 3:55 PM
91	Patrol officers are getting burnt out because if the giant case load. Responding to priority calls is a must but the low priority calls that take a vast majority of time are stretching the numbers thin.	5/7/2021 3:54 PM
92	Better utilization of non-sworn positions.	5/7/2021 3:53 PM
93	Not at this time	5/7/2021 3:48 PM

## City of Modesto- Chief of Police - Department Survey

94	While I think my choices for priority are important, a close 4th would be working with the youth.	5/7/2021 3:48 PM
95	We need to maintain a balance of responding to calls for service, proactive enforcement, and not responding to non police issues.	5/7/2021 3:47 PM
96	Modesto is very good at putting the community and the leaders needs before their own employees. Start to rebuild morale and your employees will want to work hard for you. Our top leadership team is broken.	5/7/2021 3:46 PM
97	I believe that the main priorities should be implementing tactics that are researched and shown to prevent crime.	5/7/2021 3:44 PM
98	There needs to be emphasis on quality of service as opposed to quantity of service. We are a busy agency by nature, Modesto is just busy. With that said, officers shouldn't be rushed to handle more calls. Quality of service is sacrificed when supervisors and dispatch are asking how long it is going to take to clear from a call. With that said, officers need not waste time on a call that doesn't require the extra attention but all too often, I feel rushed and I know if I feel that way, the citizen feels that the quality isn't that great.	5/7/2021 3:44 PM
99	Our current Interim chief is doing a great job.	5/7/2021 3:42 PM
100	There needs to be more opportunities for officers and sgts within the department.	5/7/2021 3:41 PM
101	Nope	5/7/2021 3:40 PM
102	N/A	5/7/2021 3:39 PM

## Are there any areas you feel the Department needs to improve in?

Answered: 116 Skipped: 13

#	RESPONSES	DATE
1	no comment	6/7/2021 7:55 PM
2	Not to cave in to special interest groups...promote professionalism and transparency within the department	5/24/2021 5:50 PM
3	More money for retention and outside schools.	5/21/2021 8:53 PM
4	We need to find ways to keep the people who work here from leaving, and the feeling that the "good ol boy" system is alive and well here.	5/19/2021 2:58 AM
5	Work on moral and mental health of your employees. Don't just have the mentality of "you don't like it? too bad". Come up with a better way to handle things.	5/18/2021 9:43 AM
6	Morale! It is in the toilet. I hear so many of the guys and gals saying that hate coming to work. They feel that admin is just out to find any little mistake they make so they can discipline them. It feels like upper admin is trying to climb the ladder on the backs of their subordinates. The overall feeling is that we get no support or backing. The SWAT cronyism is also a major reason for low morale. It is just amazing that you have a supervisor who harasses a subordinate and is allowed to "quit". That person should have been fired! But because he is a supervisor and a ex-SWAT guy, he is just allowed to walk away. If that had been a patrol officer, they would have been fired.	5/17/2021 1:32 PM
7	1. Help make officers on the street more efficient by improving work processes (I.e., RMS replacement, improved evidence booking, etc). 2. On-duty workout. This would improve morale, boost recruitment and improve retention. 3. Boosting the Reserve unit to aid patrol. This could be accomplished by allowing retirees to work more than six months.	5/15/2021 9:06 AM
8	Over all MPD has its priorities in order but I fear the national public perception of law enforcement is unduly creeping into the City of Modesto and the Modesto Police Department. MPD is not perfect but we are far above the national average. In my opinion MPD will not remain this way if we do not start treating our employees better. Modesto expects a lot from MPD and gets every ounce its employees have. Having said that City Hall nickel and dimes its employees to death. We always seem to owe the city but the city never seems to owe its employees. Employees will not stay and the best will not come here if they continually have to fight just to receive an average wage and benefit. There are far too many opportunities for people to go else where for less work, more money and better support from its employer and politicians. At some point someone in this city has to stand up for the excellence it receives or they will end up with what they allow the vocal minority to believe we are. MPD does not have an accountability issue. Are there things MPD needs to work on internally, absolutely but 99.9% of that does not affect the quality of service provided to its citizens. MPD has excellent UOF training but every time a tool or technique is taken away officers options are limited. MPD, the City of Modesto, the state of California and the our National Leaders have to stop vilifying officers as a whole and treat good and bad officers individually.	5/13/2021 1:28 AM
9	Communication and transparency between upper admin and patrol. Communication between the support division and operations. Technology- inform in particular is terrible.	5/12/2021 9:37 PM
10	morale. Feeling appreciated and supported	5/12/2021 4:37 PM
11	This department is in a constant state of improvement - everything is open to review and improvement. That is the culture here - it is fostered and encouraged.	5/12/2021 10:18 AM
12	Consistency. No one is on the same page. They preach culture, but the main culture we seem to have is inconsistency and knee jerk reactions.	5/11/2021 11:30 PM
13	Accountability for all employees and not have things overlooked due to who an employee knows or what position they hold.	5/11/2021 6:03 PM
14	Improving the quality of life for members of our community	5/11/2021 10:30 AM

## City of Modesto- Chief of Police - Department Survey

15	We need to focus on reducing crime and not just creating the illusion that crime has gone down.	5/11/2021 9:09 AM
16	Cant keep doing more with less. Have to look at ways to streamline. If you have less staff you cant keep current practices.	5/11/2021 8:12 AM
17	Employee burnout and workload, for the past ten years we have been constantly told administration knows the work load is to heavy but does noting to reduce it, and in fact push a heavy workload with new areas they want to focus on. This has only lead to low moral and excessive burnout even among newer employees.	5/11/2021 8:09 AM
18	Community outreach	5/11/2021 7:41 AM
19	Trust. Our people don't trust that majority of our administration. This has been a hard couple of years for our agency. One of the biggest hits we took is when Rick Armendariz left us. Things really started going down hill after that and we haven't been able to recover yet. But now with this open recruitment for our next Chief hopefully there will be a revitalization to our amazing agency when we hire our next Chief. We need someone with fresh ideas that puts their people first. We don't need a politician, we don't need a 'good ole boy'. We need a strong leader that will stand with us, for us, lead us, someone that we can trust. Right now, we don't have that. We especially don't need a Chief who hangs out with people on Administration Leave for major misconduct issues.	5/11/2021 7:41 AM
20	Inter department morale	5/10/2021 10:01 PM
21	The department needs to return to truly supporting its hard workers. In an effort to address small problems before they grew out of control, MPD implemented IA Pro and Blue Team to track and review uses of force and pursuits. This has directly impacted the most self-motivated proactive cops at the department because each pursuit or use of force review always includes numerous "training issues", which has turned into a laundry list of all the things the administration thinks you did wrong, even if you did not violate policy. This has caused our new officers to be call-handlers and not proactively patrol neighborhoods anymore, fearing criticism over any arrest involving force or a pursuit. The administration preaches that they "have our backs", but the outward press releases since Chief Carrol leaving, along with an increase in internally generated IA investigations contradicts the message. Our employees feel that by making the next proactive arrest, they may be jeopardizing their job.	5/10/2021 9:19 PM
22	Administration. Lieutenants run the agency and there is no direction or accountability for lieutenants and higher.	5/10/2021 8:23 PM
23	Administration should focus on moral issues rather than overlook them. It seems as if there is little consideration for issues creating low moral such as the handling of the OIS and information dissemination. Also, some employees feel as if certain members of specific teams get special treatment.	5/10/2021 7:57 PM
24	This is not said out of spite. I never had any intentions of becoming a SWAT member. With that being said, that unit has become a cult or a (secret society) within the department since I have been there. Unlike any other department and I know because I have Spoken to many people over the years about how our department is a get in swat and become protected/ good ol boy. Fast track to promotion because they leak info to each other. Per members. And with people on the team at every rank including chief (past member) the society continues.	5/10/2021 4:52 PM
25	Staffing levels for emergency and non-emergency police responses (patrol calls)	5/10/2021 3:50 PM
26	Being more open about secrets and being fair and holding people accountable For their poor choices in behavior. Well that is not being done that's a very poor example for our new young officers.	5/10/2021 3:47 PM
27	Motivating officers to want to work and opening up more special assignments	5/10/2021 3:12 PM
28	Mentoring of future leaders / supervisors	5/10/2021 1:58 PM
29	Promotions	5/10/2021 1:17 PM
30	I think some Admin could do a better job of supporting and trusting officers. They all say they support us but actions speak louder than words. I think we should treat smaller mistakes as teaching moments rather than starting IA's or writing mistakes down in your file.	5/10/2021 1:09 PM
31	I think there needs to be policies that are put in place and enforced to eliminate sworn and non-	5/10/2021 12:35 PM

## City of Modesto- Chief of Police - Department Survey

	sworn personnel with cancerous, negative, divisive attitudes.	
32	communication between command staff and line officers	5/10/2021 12:14 PM
33	Accountability within the Department AT ALL LEVELS	5/10/2021 12:06 PM
34	Moral is at an all time low. We need a leader who is going to back up their officers.	5/10/2021 11:30 AM
35	More air support units	5/10/2021 11:29 AM
36	We are currently afraid of our own shadows when it comes to pursuing crime. Within the last month a suspect with felony assault warrants evaded police and officers were admonished about pursuing. Our culture has become "if they don't stop, turn your lights off and look the other way." We are way too afraid of liability for the pursuit and forgetting we are the police who need to arrest those violent offenders so they do not continue to be able to harm members of our community. It is a WAY bigger liability on this department when one day a suspect will get away because we are afraid to pursue, then he goes and kills someone.	5/10/2021 11:14 AM
37	Internal working and morale within	5/10/2021 11:14 AM
38	Command staff. They put to much on patrols plate without enough help. Patrol should be primary focused on call for service but we get a lot more on our plate and we are under staffed	5/10/2021 11:12 AM
39	We need to make sure the department provides patrol with relief with patrol vehicles and officers. I understand that is a tough task with keeping and retaining officers as well as money issues for fleet services. But patrol officers are getting their butts kicked and need some sort of relief, so we don't continue to lose officers to other agencies.	5/10/2021 11:11 AM
40	Tattoo policy.	5/10/2021 11:01 AM
41	Micro management from lieutenants to sergeants.	5/10/2021 10:56 AM
42	The tattoo policy should change. Our MDC and Inform systems are a joke. The stat driven policing with everything going on needs to be less.	5/10/2021 10:51 AM
43	Discussions with the public and City administrators on what level of service can reasonably be provided with staff on-hand.	5/10/2021 10:35 AM
44	Nope.	5/10/2021 10:34 AM
45	Command staff to better support non-sworn staff	5/10/2021 10:00 AM
46	Employee wellness and satisfaction.	5/10/2021 9:54 AM
47	Morale is very low. The Department needs to work on making employees happy and finding ways to lower the turn over rate.	5/10/2021 9:20 AM
48	We need to improve and stabilize the department's leadership to improve moral, staffing, direction of the department.	5/10/2021 8:29 AM
49	Community outreach, traffic enforcement	5/10/2021 8:06 AM
50	Administration. Due to some people being the administration positions they are in, moral has become extremely low. Micromanagers only make the problem worse.	5/10/2021 7:50 AM
51	Better supporting and recognizing employees. We have employees who have been here for almost 20 years and have never been recognized for their sacrifices and years of service.	5/10/2021 7:23 AM
52	I think the department could do a better job of working with the youth if a school resource officer program came back.	5/10/2021 7:14 AM
53	The morale of the department is the lowest I have seen in my time here. Officers do not feel they have the support of the community or Command Staff, Command Staff is overworked with multiple vacancies. Opportunities to expand outside typical patrol duties are the lowest I have ever seen.	5/9/2021 4:24 PM
54	Traffic Enforcement. 4 motorcycle officers for a city the size of Modesto is laughable. DUI Enforcement. Innocent victims are being killed and the department for years has had no plan on how to combat it. Shame..	5/9/2021 9:42 AM
55	Good test takers don't always make the best supervisors. I'll leave it at that.	5/9/2021 3:33 AM

City of Modesto- Chief of Police - Department Survey

56	Pay and incentives. We also need more personnel.	5/8/2021 11:23 PM
57	I feel that there can be lots of unrealistic goals that are set. As civilian staff, it can be very hard to keep up with some of these goals. It would be nice to have more consideration given to the civilian staff in terms of goals and deadlines. The department is forced to operate on minimum staff due to lack of employees. It is hard to keep up when there is such a lack of staff. These things can be improved	5/8/2021 3:53 PM
58	Command staff working towards goals that help everyone, not to just make them look good. - holding problem children accountable and not "just talk to them".	5/8/2021 3:42 PM
59	Morale for officers	5/8/2021 3:37 PM
60	Administration all on the same page	5/8/2021 3:32 PM
61	Quit Initiating internal affairs investigations that are blatantly justified. This only kills the morale in the department and keeps employees feeling uneasy even in their home life because they worry about the outcome of these frivolous investigations. Instead of constantly critiquing employees, why don't we commend them more often.	5/8/2021 12:00 PM
62	End the time honored cronyism that has led to down fall of one of the best police departments in the state. Support the officers, not target them for abuse by command staff. Focus on morales and lifting the spirits of the staff.	5/8/2021 9:28 AM
63	Additional IT personnel to utilize software programs to their greatest potential.	5/8/2021 8:09 AM
64	Prioritizing patrol staffing. Patrol seems to be short ended when it comes to staffing. When patrol officers are injured, they are left on the books, which gives a false presentation of how many officers there are to actually staff patrol.	5/8/2021 7:54 AM
65	n/a	5/8/2021 7:45 AM
66	N/A	5/8/2021 6:25 AM
67	hiring and retention	5/8/2021 3:44 AM
68	Managing their administration to make sure people aren't headhunting to try and make a name for themselves by sending people to IA. The general public already hates us, we should have a safe at the department where we don't have to constantly look over our shoulders.	5/7/2021 10:52 PM
69	Traffic unit / DUI. Recruitment and retention.	5/7/2021 10:12 PM
70	Moral is at an all time low. Quit trying to give in to what you think the public wants. You're trying to hide what goes on in this city and act like everything is ok. We don't need a whole room dedicated to a VR machine when you can barely fix the fleet we attempt to drive on a daily basis. Our MDCs are horrible and half the other equipment you tell us to use. Quit selling out.	5/7/2021 8:36 PM
71	Staffing for patrol, work on two man units for patrol	5/7/2021 8:35 PM
72	Equality between personnel related to opportunities and accountability. It is no secret that certain people and groups are favored in our organization. Some personnel are not held accountable because of their status with members of command staff.	5/7/2021 8:08 PM
73	increase patrol staffing . and Lt / capt and above need outside hires . for 20+ years it's been the same.. friends promoting friends	5/7/2021 7:58 PM
74	Better communication between command staff and officers	5/7/2021 6:46 PM
75	Need more officers	5/7/2021 6:23 PM
76	Mental and physical wellness/fitness on patrol officers. Patrol is the backbone and should be a priority	5/7/2021 6:00 PM
77	We need more cops. Officers keep leaving for more money and less work. We need to be more competitive in salaries so we can hire more officers which will help with officer burnout and response times.	5/7/2021 5:59 PM
78	The department needs to train their new supervisors and administrators. They also need to have standardized expectations of their subordinates. Currently each shift and each squad are all independent and are like working for completely different departments.	5/7/2021 5:45 PM

## City of Modesto- Chief of Police - Department Survey

79	The department needs to improve internal technology and equipment resources. When doing so, using the lowest bidder is not the best practice. Our vehicle computers are outdated and do not function as intended. The city should take into consideration officer input when making decisions as to the equipment we use daily.	5/7/2021 5:11 PM
80	Cross training the part-time work force. Many of the part-time support staff are being under utilized .	5/7/2021 5:09 PM
81	Retention of quality police officers. Hiring from within and promoting a strong sense of team, will encourage the best officers in the area to stay at this department.	5/7/2021 5:04 PM
82	Leadership. Currently we are suffering at the hands of the good ole boys club. Past leadership had the wool pulled over their eyes. The ranks lack true leadership. Many of the ranks above sgt would qualify as self serving and do not have the interest of the dept or public at heart.	5/7/2021 4:55 PM
83	Continued relationship building, and receive the support of our local leadership to make that happen. We live in divisive times, and we need local government and council support and backing to help us building relationships.	5/7/2021 4:50 PM
84	Patrol should come first	5/7/2021 4:50 PM
85	Hold Sgt's accountable, get them out of the office and in the street and get ride of the swat good old boy system.	5/7/2021 4:42 PM
86	Putting the officers first.	5/7/2021 4:34 PM
87	Increased training for racial/ethnic diversity and cultural awareness training.	5/7/2021 4:32 PM
88	Leadership, direction - something has to be done about retention. The officer churn is going to kill the department. Experience matters.	5/7/2021 4:25 PM
89	I know they are currently waiting for any promotions due to the vacancy of a permanent chief, but fulfilling spots left open should be improved and shouldn't be held in limbo while waiting for a chief.	5/7/2021 4:22 PM
90	Standing behind their officers.	5/7/2021 4:18 PM
91	The department needs to engage with the community more.	5/7/2021 4:16 PM
92	Management needs to look at employees as people and not make the next promotion priority #1	5/7/2021 4:14 PM
93	Community interaction events	5/7/2021 4:14 PM
94	Retention of officers; Addressing issues on an individual level rather than by creating blanket policies when a few officers aren't performing; Avoiding nit-picking incidents in the name of "trying to make us better" but actually discouraging officers by always finding "training issues" and thus making them hesitant to act the future	5/7/2021 4:10 PM
95	At this time no. We are in a pivotal time in law enforcement, and I feel the department supports me and helps me achieve my goals.	5/7/2021 4:10 PM
96	Staffing and command staff beyond the sergeant level. I feel like there is a disconnect with those who are Lieutenant's and above to the people on patrol.	5/7/2021 4:09 PM
97	Narcotics investigations	5/7/2021 4:04 PM
98	Many areas within the department which include admin. The good ol' boy system is still alive and well. It's needs to go	5/7/2021 4:03 PM
99	Morale is low due to MPD being understaffed and over worked. Command staff seemed to only be worried about crime stats, due to pressure from City Council/Mayors office, but they forget about the pressure they place on their staff to get there.	5/7/2021 4:01 PM
100	Recruitment	5/7/2021 3:58 PM
101	Staffing levels	5/7/2021 3:58 PM
102	No	5/7/2021 3:55 PM
103	Staffing numbers and fleet.	5/7/2021 3:54 PM

City of Modesto- Chief of Police - Department Survey

104	The department is currently understaffed and it must identified services that it can no longer properly provide.	5/7/2021 3:53 PM
105	More staffing, especially in the support roles. CSO's take on a huge list of responsibilities that cover a large spectrum of tasks. Bring back more "variety" in terms of special assignments as well.	5/7/2021 3:48 PM
106	As with most departments, I feel that communication between administration and front line supervisors could improve.	5/7/2021 3:48 PM
107	Morale, head hunting, and weak leadership	5/7/2021 3:47 PM
108	Communication between administration and lower down the chain	5/7/2021 3:47 PM
109	Stand behind their employees. We have a tremendous amount of hard working men and women, yet the top leaders do not acknowledge this. Sending out an email thanking them for their work is bullshit.. Walking the halls and talking with them is priceless.	5/7/2021 3:46 PM
110	I feel that the department needs to better support its employees and not be rash in making major decisions without including the people it is effecting.	5/7/2021 3:44 PM
111	Use of Force and Pursuits are over criticized by administration. Part of the reason that officers are leaving, is because of the fact that everything is criticized and officers don't feel they can do their job without being criticized by administration. We want admin to support us and by no means am I saying use of force shouldn't be reviewed but to say that every use of force is a "training issue" is a problem.	5/7/2021 3:44 PM
112	Taking care of there people and caring for them. We cant say we are a family if you treat them poorly.	5/7/2021 3:42 PM
113	Some of the facilities could be improved.	5/7/2021 3:42 PM
114	Staffing. It's simple. More cops means safer communities. The numbers speak for themselves	5/7/2021 3:41 PM
115	Morale seems to be way down	5/7/2021 3:40 PM
116	Reducing the workload on Police Officers or hiring more Police Officers to cover the workload.	5/7/2021 3:39 PM

## Do you have any other comments to add regarding the priorities of the next Chief of Police?

Answered: 100 Skipped: 29

#	RESPONSES	DATE
1	N/A	6/7/2021 7:55 PM
2	The priority for chief is to have a chief that actually knows the department and the community.	5/21/2021 8:53 PM
3	Pay attention to employees and what they are saying. Get rid of Lt. Moffett	5/18/2021 9:43 AM
4	We need someone that will bring back the morale of the troops. Without this, we will loose more and more good cops. Modesto will just be a training ground or a department of cops that are the bottom of the barrel. All your good, hardworking cops will flee to agencies that back them and make them want to come to work!	5/17/2021 1:32 PM
5	We need a chief who is going to be part of the community. Despite the optics of an isolated incident (Lamantia shooting) the Department is well trained, committed and largely efficient. The City runs a huge risk in selecting the next Chief. Every agency in California is fighting for a limited number of qualified police officer candidates who are actually willing to be police officers in today's climate. If the City brings in another out of the area chief similar to what occurred in the mid 90's we run a huge risk of alienating personnel and driving them away. This will only make the recruitment crisis worse. I understand in light of the Lamantia shooting there is a potential for a knee jerk reaction and the desire for a chief who will clean house. In my opinion this would be a colossal mistake.	5/15/2021 9:06 AM
6	Stop hiring chiefs from Southern California. Most of the agencies down there have no idea of the struggles we face in the Central Valley. Money, resources and more crime then we can deal with. The next Chief needs to invest in his people as much as he/she invests in the citizens and other city leaders. Chief Carroll failed at this miserably and I fear he has set MPD on a path for more of the same. If MPD employees don't trust or believe in their leadership they will not stay. We need a Police Chief not another politician or activist. The next Chief can't run a department from his office or meetings. He or she must walk amongst their employees and fully understand what is being asked of them and make effective change as needed. The next Chief must add tools, technology and leadership that speeds up officers abilities to do the job not complicate it further. The next Chief must be someone that truly wants to serve and not just achieve their own personal career goals.	5/13/2021 1:28 AM
7	Someone who is true to their word. Someone who will actually show their face in briefing. Someone who cares to get to know the backbone of their department.	5/12/2021 9:37 PM
8	no	5/12/2021 4:37 PM
9	Creating a comprehensive and well vetted plan to address mental health crises and the proper staffing of civilian staff so that officers are only responding to call that require a sworn peace officer.	5/12/2021 10:18 AM
10	We need a leader. Someone who will stand up for Officers if they did the right thing and it's not popular. They do that and the staff will do anything they want!!	5/11/2021 11:30 PM
11	NA	5/11/2021 10:30 AM
12	Our next chief needs to work on the homelessness and crime associated with it. We also need a chief that has courage and can articulate the needs of our department with our city leaders that don't understand how law enforcement works.	5/11/2021 9:09 AM
13	The next Chief needs to focus on employee moral, including work load at all levels of the department. Employee retention is important and as of late has clearly not been important here. Older employees are staying because they have to, younger employees are and will leave because they there is no benefit to staying they way we are treated.	5/11/2021 8:09 AM
14	none	5/11/2021 7:41 AM

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15	The biggest priority needs to be putting his or her people first. That doesn't mean catering to all our wants, or being one of the guys/gals. It means standing up for us. Communicating with us (not through email), hearing from us, trusting us, asking us for advice, our perspectives, etc. All of us want to serve the community and make it better. But when our top leaders don't make us a priority its hard to continue to stay motivated to continuing making a difference in our amazing community.	5/11/2021 7:41 AM
16	No	5/10/2021 10:01 PM
17	The office of the Chief of Police must have a connection with the community. Our department has seen the benefits of strong community relations built over the last 5-10 years and we cannot lose that trust and support. The new Chief needs to prioritize the suppression and arrest of gang members, drug dealers, and prolific property crime offenders. The vocal upper-class community of North Modesto has the time or access to attend neighborhood watch meetings, write on the department Facebook page, or go to the City Counsel meetings to complain about the homelessness issue. The portion of the community in the low income, gang and drug ridden neighborhoods either do not feel they will be heard or do not have access to the same outlets. Modesto has a history of gang violence and drug abuse, especially in the low-income neighborhoods. The gang and drug problem can be addressed and remedied because there are laws which send those offenders to prison, but the homelessness problem cannot be "policed" away in the same manner because any quality of life offenses don't carry in-custody time, allowing any offender to re-offend. Our department and city should be shifting proactive resources to the neighborhoods with high rates of violent crime for proactive enforcement and suppression, while focusing on the homelessness issue through social services provided through the City or County coupled with mental health services from the County or State. In essence, the "Crime Reduction Team" should be dissolved or reassigned to suppressing violent crime trends, not policing the homeless.	5/10/2021 9:19 PM
18	Someone who will take care of their officers and maintain high morale.	5/10/2021 8:23 PM
19	Staffing must remain priority along with providing training in areas that can cause civil liability issues such as range training, use of force training, and collaboration with the public to ensure their trust.	5/10/2021 7:57 PM
20	A chief that knows Modesto and has spent their career dedicated to MPD means a lot.	5/10/2021 3:50 PM
21	I believe the police chief needs to build a rapport not only with his for her community but with the department and the employees. Years ago the police chief knew everybody and their families and would go into briefing and show that they are present though I know times have changed and they're probably much more busier but I think that needs to be a priority.	5/10/2021 3:47 PM
22	Be a leader	5/10/2021 3:12 PM
23	Hiring	5/10/2021 1:58 PM
24	Support the Officers. They transfer to different agencies when they don't feel supported by the admin. If they feel that the admin are searching for their mistakes, the officers won't stay at Modesto, they will go somewhere they feel supported and trusted.	5/10/2021 1:09 PM
25	This is the priority of our former Chief and our interim Chief who I think have done and are doing an amazing job given the current civil and political climate.	5/10/2021 12:35 PM
26	no	5/10/2021 12:14 PM
27	Be a leader not a politician	5/10/2021 12:06 PM
28	Its important to select a chief which is familiar with the culture and priorities within the department. If a chief is slected from our of the city or out of the state, he/she may not be in a position to properly represent the officers. We don't want a boss to come and "fix" us. We want somebody to stand up for us.	5/10/2021 11:29 AM
29	As covered above. We are the police and have to make difficult decisions all the time. We can never please everyone and need to stop doing that. Our jobs are to protect our community members, bottom line. Sometimes that requires us going after suspects instead of just hoping they surrender to us. Our culture and policies on this have to change. There are multiple court case decisions that say we are not liable for suspect actions. Only our own in a pursuit. So we need to stop acting like we are liable for them.	5/10/2021 11:14 AM
30	Na	5/10/2021 11:14 AM

City of Modesto- Chief of Police - Department Survey

31	Focus on what's best for the patrol officers	5/10/2021 11:12 AM
32	The chief needs to be approachable to younger officers, attend briefings and just be present in the everyday officers world. The chief can't be shut off and stay in their office all day. The chief needs to understand the everyday issues officers are dealt with. Some admin/chiefs lose touch with how it was being a police officer on the streets. We need a chief who is not scared to come out with the officers and stand next to their side. The chief needs to stand up for the needs of the department as well as for the good officers keeping Modesto safe everyday.	5/10/2021 11:11 AM
33	A chief that connects with employees at the patrol level	5/10/2021 10:56 AM
34	Changing to the times. Someone who cares about there troops.	5/10/2021 10:51 AM
35	Knowing and appreciating the people that work for them. Be present, listen, be humble, flexible AND be a strong advocate for staff when unreasonable requests/demands are made by those that don't fully understand the law enforcement profession. Not included in the list above is homelessness. This is an absolute NO WIN situation, yet all of the related problems are placed on the shoulders of police personnel. It should be a priority of the next Chief to educate staff and the public about the need for other services to step to the plate to address this growing problem. At the end of the day, this isn't largely a police problem and getting the County /State to fully step up to deal with this issue will be a big challenge for the next Chief.	5/10/2021 10:35 AM
36	Like my comment above, the Chief has to focus on all those categories to some degree to make sure they are being handled. That is where delegation is important. We work as a team to try to address the different priorities that come up, and new ones that emerge.	5/10/2021 10:34 AM
37	No	5/10/2021 10:00 AM
38	Staffing issues and turnover rate also need to be prioritized.	5/10/2021 9:20 AM
39	The department needs to continue to develop and implement strategies to improve relationships with the community to build on the already strong relationships with community leaders that will increase trust, accountability, and transparency.	5/10/2021 8:29 AM
40	Do not be afraid to use procedures that have worked in the past. Sometimes it is ok to go full circle back to your roots and to what worked. New technology or trends do not always work and get the results that are needed.	5/10/2021 8:06 AM
41	Bringing the police department together. People do not want to come to work.	5/10/2021 7:50 AM
42	No	5/10/2021 7:23 AM
43	I think the Chief of police should worry about the officer well being by thinking about how much work load they try to give them. All of the above things mentioned are important, but we need more officers in order to accomplish them.	5/10/2021 7:14 AM
44	I hope the next chief will have a traffic background and realize how important traffic and DUI enforcement is to this city. The top citizen complaints are traffic related complaints.	5/9/2021 9:42 AM
45	Nope	5/9/2021 3:33 AM
46	We need a chief that knows the city, organization and community. Outside chiefs tend not to understand these things. The last chief screwed the department up trying to make it Long Beach PD.	5/8/2021 11:23 PM
47	The chief should also be the main support of all the staff. It helps to know the chief is on our side	5/8/2021 3:53 PM
48	I hope the next chief of police is chosen based upon abilities, character and history as oppose to the color of their skin or what Sex they are. Yet I don't feel that will happen in the environment we find ourselves.	5/8/2021 3:42 PM
49	No	5/8/2021 3:37 PM
50	Be in touch with the officers and promote better morale	5/8/2021 3:32 PM
51	The department head needs to quit being spineless like other chiefs we see in Portland, Seattle, Sacramento, etc.. The department has staffing shortages with officers and we can't recruit enough because this department is going down hill. We need a leader that is going to support us when we do the right thing. Not just give in to public pressure because it's the	5/8/2021 12:00 PM

## City of Modesto- Chief of Police - Department Survey

popular thing to do. Somehow leaders have lost sight of that and believe that choosing the popular thing with the public is the right thing to do in order to avoid chaos and issues by protestors. We chose this profession to do the right thing even if it's the unpopular thing to do. We will continue to lose officers if we choose a chief that only cares about perception. Our families see these spineless leaders and encourage us to get out of the department. That's why the sheriffs department is fully staffed off our employees. Because they fled to a department that has strong leaders. We need to revamp this department with strong leaders who support us and not bow down to city council. If we get a leader that supports us, I guarantee the morale will change and officers will once again want to work for Modesto instead of fleeing to other agencies.

52	The next chief needs to focus on the abuse of power by his command staff and some sergeants. Focus on the morale of the officers and civilian staff that have endured hardship working conditions for the last 13 years. Be a strong leader, not an abuser of power like the previous chief. Be a chief the staff can be proud of, not an abusive embarrassment who pushed a philosophy of cronyism.	5/8/2021 9:28 AM
53	n/a	5/8/2021 8:09 AM
54	Making sure he/she engages with the other members of the department on a continual basis. The new Chief should be seen more. Management by walking around.	5/8/2021 7:54 AM
55	n/a	5/8/2021 7:45 AM
56	N/A	5/8/2021 6:25 AM
57	I think Captain Brian Findlen should be the next Chief of Police	5/8/2021 3:44 AM
58	NA	5/8/2021 1:01 AM
59	Don't forget where you came from. You were a patrol officer when you started your career. Patrol handles 90% of the departments problems but they are the last voice that is heard and listened to.	5/7/2021 10:52 PM
60	Recruitment and retention	5/7/2021 10:12 PM
61	Don't be a sell out to buzz words and dumb leadership books. Books don't replace what happens in the streets and you going to coffee with the cops doesn't change anything. Focus on your people and not selling them out to the people.	5/7/2021 8:36 PM
62	Focus on the people who are working for you. There is a disconnect between patrol and ISD. Get a building that brings us all together. Patrol is worked hard with minimal help. Police should not respond to all calls and the public should start trying to handle the minimal calls themselves	5/7/2021 8:35 PM
63	hire from outside the dept	5/7/2021 7:58 PM
64	None	5/7/2021 6:46 PM
65	Be honest and transparent with the department.	5/7/2021 6:23 PM
66	The next chief should have a priority for their officers and the morale. Being transparent and honest with its officer especially when making tough decisions	5/7/2021 6:00 PM
67	The job of the Chief should be to steer the ship, not worry specifically about homelessness or traffic enforcement. Those responsibilities need to be delegated. He/She needs to be concerned about moral and staffing more than addressing specific crimes. The Chief is our main liaison with the community. He/She is ultimately responsible for IA dispositions and as so is responsible for police accountability. Police accountability can still be done from the top and does not need to pander to an outside organization or review board.	5/7/2021 5:59 PM
68	The new Chief need to change the elitist perception at this department. A small group (SWAT) has gained control of the department and used that control to promote the others into special assignments and administration. Asst chief..2 of 3 Captains (before the scandal)...several lieutenant and many sergeants...all from a 12-15 person team...and many more who have retired...the thought is if you are not chosen for SWAT you have much less chance to promote.	5/7/2021 5:45 PM
69	The department's next chief needs to make it a priority to regularly communicate, interact and even work alongside officers. Interim Chief Gillespie had done a great job being in briefings and having an open line of communication with rank and file officers. Thank you!	5/7/2021 5:11 PM

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70	Involvement with more community events.	5/7/2021 5:09 PM
71	The chief should be a person connected to our community. Someone that knows the pulse of what our community needs. Our department and community is mostly conservative and the chief should reflect that.	5/7/2021 5:04 PM
72	There is an old adage, happy wife happy life". With morale at an all time low in this profession, the new chief needs to do everything in his power to improve working conditions. This would help create a better working environment and better cops.	5/7/2021 4:55 PM
73	As mentioned before, the Chief will need to make the people that work at MPD his number one priority. That's giving them the tools, skills, autonomy, and support they need to do a good job. This includes the ability to hold them accountable. When we take care of our people, they will take care of people in the field, and do the right thing. And that includes holding our own accountable.	5/7/2021 4:50 PM
74	The new Chief needs to change the culture of this department. Get back to basics with work ethic , problem solving policing not being all about stats.	5/7/2021 4:42 PM
75	Don't become political. The duty of the chief is to keep the city safe. The world is changing and when politics get involved citizens suffer.	5/7/2021 4:34 PM
76	It would be the same as previously mentioned for the overall department.	5/7/2021 4:32 PM
77	Officer retention is a huge issue. We are losing good people that take years to replace.	5/7/2021 4:25 PM
78	Stay local in your "recruiting" efforts. Local leaders understand the city and the priorities needed.	5/7/2021 4:22 PM
79	Need to focus on hiring more officers. The chief needs to put more pressure on the city to hire appropriate number of officers.	5/7/2021 4:18 PM
80	Managing a police department should include considering the community, the employees and the national narrative of Law Enforcement. Find that balance.	5/7/2021 4:14 PM
81	None	5/7/2021 4:14 PM
82	Get a chief that understands that policing can be a dirty job rather than cater to a social agenda. Not saying community perception is not important but it should not dictate direction or inhibit effective techniques.	5/7/2021 4:10 PM
83	I would like our chief of police/ the new chief of police to continue to support us, to have an open line of communication to what is being said in the community, and to continue to provide us with the top level of training we have been receiving.	5/7/2021 4:10 PM
84	No	5/7/2021 4:09 PM
85	Listen to your patrol guys, they are the backbone of the department. They are the hardest working and they are the ones who are under appreciated the most. Fix your staffing levels. Understand why we are losing people to lower paying agencies and we are not gaining any laterals. The issue is within the departments good ol boy system. Soon another large group of Officers will leave the department. Get rid of the favoritism.	5/7/2021 4:03 PM
86	The Chief of Police needs to stand up for their staff because they will lose more employees if they let morale drop anymore. Being a yes man to city council will not win favor with his staff.	5/7/2021 4:01 PM
87	Recruitment should also be a huge priority.	5/7/2021 3:58 PM
88	No	5/7/2021 3:55 PM
89	Reducing calls for service and/or hiring more staffing to combat disorder regarding homelessness will allow patrol officers to handle more priority calls.	5/7/2021 3:54 PM
90	The next Chief needs properly staff the department	5/7/2021 3:53 PM
91	Not at this time	5/7/2021 3:48 PM
92	I think a Police Chief should be engaging and able to connect with community members and employees with sincerity.	5/7/2021 3:48 PM
93	The next Chief of Police needs to be prepared to rebuild this agency. Since Rick left, it has	5/7/2021 3:46 PM

## City of Modesto- Chief of Police - Department Survey

slowly started to spiral downward. In the last 6 month's morale is at an all time low. If you wake up and dread going to work, something is majorly wrong.

94	No	5/7/2021 3:44 PM
95	A Chief that supports his officers and is approachable.	5/7/2021 3:44 PM
96	No	5/7/2021 3:42 PM
97	More opportunities for employees within the department. Take more off the officers plate so they can be cops and not records clerks	5/7/2021 3:41 PM
98	Hopefully they don't bow down to the whole crowd and liberal left	5/7/2021 3:40 PM
99	N/A	5/7/2021 3:39 PM
100	Yes, number one should be getting the health of this department back on track. Morale is at an all time low, and great officers are leaving at substantial rates	5/7/2021 3:39 PM

## Do you have any other comments or suggestions regarding the next Modesto Chief of Police? Is there anything else you can think of that the City should consider when selecting the next Chief of Police?

Answered: 92 Skipped: 37

#	RESPONSES	DATE
1	N/A	6/7/2021 7:55 PM
2	Need a new Chief from outside the department ...stop the "good O'l Boy mentality" that is alive and well within department.. The promotion of Capt. Rigo DeAlba and the Re-Promotion of Sgt Brian Binkley....examples of SWAT Mafia within the department. Chief Gillespie is part of the problem with favoritism of the SWAT Officer Culture.	5/24/2021 5:50 PM
3	needs to be from within	5/21/2021 8:53 PM
4	The chief needs to be able to relate to everyone and needs to care for everyone, not just the sworn officers.	5/18/2021 9:43 AM
5	The Chief needs to have the moral courage to do what is right for the community and personnel. They need to get out and meet with the people who make up the Department. The men and women of the Modesto Police Department want to be appreciated and know they have value. The next chief should avoid promoting people who have very little time as a patrol officer. You cannot lead in an area you have no competence in. Avoid emphasizing the importance of SWAT. SWAT is an important unit but it does not produce the best leaders.	5/15/2021 9:06 AM
6	It doesn't matter who the next chief is if the City of Modesto decides to listen to the vocal minority and not the majority of its citizens. MPD has been and can be again a truly great department but not if its city leaders don't stand up for us and that means selecting a chief and not just another department head.	5/13/2021 1:28 AM
7	The City should consider past actions/inactions of current MPD officers applying for the position...if their involvement with certain criminal cases are true, they should have been separated from service with DeAlba, and not be running for a permanent Chief position.	5/12/2021 9:37 PM
8	Someone who understands investing in the community. Investing in department staff and developing the next generation of officers.	5/12/2021 4:37 PM
9	n/a	5/12/2021 10:18 AM
10	Hire the right person, not the one who checks the most boxes. This will make or break the Department - don't screw it up.	5/11/2021 11:30 PM
11	The new Chief always has Captains, Lts, Sgts, (Commnad Staff) to produce ideas and implement practices since they are more closely tied with officers and community on a daily basis The next Chief needs strong communication and cultural compassion to express information to the public, so department can gain/keep their trust.	5/11/2021 6:03 PM
12	Not afraid to do what's right for members of the department and members of our community despite the current social issue	5/11/2021 10:30 AM
13	Our chief needs to be chosen on merit and strength.	5/11/2021 9:09 AM
14	We need a chief who recognizes the problems in todays policing field, MPD has/does push the aggressive officer attitude of jail is the solution. We have seen that's not always the case. Officers need to be allowed to deal with situations as they see appropriate not as some administrator thinks is appropriate.	5/11/2021 8:09 AM
15	Should be a good public speaker with good ideas and positive attitude.	5/11/2021 7:41 AM
16	We were hoping a very qualified person would apply from within our department but I was told that person is not going to apply. So, I believe our next Chief is likely needing to come from the outside. I hope Rick Armendariz is in the running, but unfortunately I think that ship has	5/11/2021 7:41 AM

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sailed. Thank you for allowing us to voice our opinion for our next Chief. We want nothing but the best.

17	No	5/10/2021 10:01 PM
18	There is a disconnect between ground-level employees and upper administration. Many officers do not trust our administration to do what they promise to the troops. The city needs to consider a candidate who will focus on violent crime trends, be transparent with both the community AND his/her employees, and support the employees who are working the mission. The new Chief needs to take time to understand the job in Modesto and the intricacies of this community. Too many decisions have been made recently by administrators who haven't used any of the computer programs we have, haven't worked wearing a body camera, and haven't been in a field assignment since the creation of the Black Lives Matter movement. Because of that, the decisions made by our administration have been perceived as being insincere and misinformed.	5/10/2021 9:19 PM
19	Consider a chief who is willing to is competent in dealing with the public, yet is willing to stand up for his officers decisions. A supportive chief, who can still be politically correct, should be considered.	5/10/2021 7:57 PM
20	I love MPD and our current Chief is a great man who I have worked with for my entire career even as partners. However, I believe in order to point MPD In the right direction, change from the outside is absolutely necessary. Otherwise the some problems and low moral will continue. It's been handed down from one generation to the next.	5/10/2021 4:52 PM
21	Like I said before, hiring from within the department promotes a person that is already dedicated to the department and our community. Chief Gillespie has done an outstanding job so far and I hope he is kept as the permanent chief.	5/10/2021 3:50 PM
22	We need someone who is fair but holds people accountable, cares about their employees and fights for the police officers.	5/10/2021 3:47 PM
23	One that is truly looking to raise the success of our department and community rather then themselves.	5/10/2021 1:58 PM
24	No	5/10/2021 1:09 PM
25	They need to have lived in Modesto in order to know us and help us. They can't just be someone moving here with no knowledge of our community.	5/10/2021 12:35 PM
26	I would like the next chief to be from within the ranks of the Modesto Police Department as they have a long term stake in this dept and city. We have seen that Chiefs come in and want to make changes to the way things were done at the dept he came from.	5/10/2021 12:14 PM
27	A chief that has strong morals and ethics.	5/10/2021 12:06 PM
28	Listen to the needs of the Officers.	5/10/2021 11:29 AM
29	The chief must be someone who can admit to their own involvements in things. They can't be able to sweep things under the rug due to personal relationships with individuals. It makes other officers feel there is a "good ole boys club" culture within the department and those in that club are untouchable.	5/10/2021 11:14 AM
30	Na	5/10/2021 11:14 AM
31	Nothing at this time	5/10/2021 11:12 AM
32	We have a much younger department now and need a chief to lead the younger officers in the right direction.	5/10/2021 11:11 AM
33	If within policy support your officers. Don't put them on blast on YouTube. Proper training and retraining with officers who fail to engage. Lessen background requirements so we hire officers with life experience.	5/10/2021 10:51 AM
34	Our personnel want someone who is of the highest ethical integrity and is open to new ideas - someone who doesn't favor friendships or alliances. The meetings at City Hall have seemed to increase two-fold and the next Chief will have to have honest discussions with the City Manager and Council about the critical need to address morale and communication issues inside the department. Meetings in the department have to have at least the same, or higher	5/10/2021 10:35 AM

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importance, than external meetings and that has not been occurring. I know there are many things going on, but our next Chief has to prioritize our staff to a much greater level.

35	Integrity, problem solving and knowing modern police practices are very important. We are going to need to be creative with trying to solve the different issues we face as a society and a city.	5/10/2021 10:34 AM
36	I want a Chief that has ties to the area and is invested in the City of Modesto. MPD has several strong internal candidates with the institutional knowledge, integrity, transparency, and heart to fill this position without going to an external candidate with no communal ties.	5/10/2021 9:54 AM
37	The City needs to select someone that can not only help to bridge the gap with the community, but also to improve morale within the Department. We keep losing people and it's only going to get worse.	5/10/2021 9:20 AM
38	No	5/10/2021 7:23 AM
39	I think the Chief should be able to have communication across the board with officers. They should be open to having us voice our concerns, and what we feel are issues.	5/10/2021 7:14 AM
40	A chief that was actually a cop for most of his/her career. A chief that can relate to his officers after a 11 hour shift. A chief that does not expect his officers to do more with less, instead finds a way to reduce the work load for officers. A chief that recognizes the importance of traffic and DUI enforcement, who promotes a culture within the department of traffic safety.	5/9/2021 9:42 AM
41	A strong leader holds those who work for him accountable for their actions. A strong leader also holds himself or herself accountable as an example to her/his subordinates. I would like a chief that makes decisions equally across the board, regardless of who it is.	5/9/2021 3:33 AM
42	It needs to be from within. The chief must know this city, community and employees.	5/8/2021 11:23 PM
43	Just pick the person that is right for the job	5/8/2021 3:53 PM
44	N/a	5/8/2021 3:42 PM
45	I believe Someone from within the Modesto police department would be best suited for the position.	5/8/2021 3:37 PM
46	Someone from another city, out of this county or even state. Break up the good ole boys.	5/8/2021 3:32 PM
47	Don't pick someone who will simply be a "yes man" to city council and the public. Officers need a chief who has their back more than ever because tough times are ahead. We will see officers leave this profession if we don't have a strong leader for the troops and a chief who is willing to stand up for the right thing.	5/8/2021 12:00 PM
48	We need a strong chief to handle the years of poor leadership that has created enormous amount of distrust with officer and detectives. A chief that can re-build the confidence in supervisors and command staff. A chief strong enough to break up decades of cronyism that is embedded at this department. A chief strong enough to stand up to the citizens and tell them what the true priorities of the department needs to be in regards to crime and quality of life issues. A chief strong enough to relay the importance of not politically correct investigative techniques to the city counsel and citizens, but are important. A chief that cares about his officers and civilian employees, not who is cruel and abusive with their power. And lastly, do not pick a chief from Southern California. The darkest times in this department's history has been when chiefs from Southern California have been in charge.	5/8/2021 9:28 AM
49	Consider qualifications, experience and prior demonstration of ability to lead all members of the department.	5/8/2021 8:09 AM
50	The support division, specifically records, is understaffed and underappreciated by all other parts of the dept. Records is never recognized for their work and increasing workload as arrests and police reports continue to sky rocket	5/8/2021 7:45 AM
51	N/A	5/8/2021 6:25 AM
52	no	5/8/2021 3:44 AM
53	Brandon Gillespie should be given the role.	5/8/2021 1:01 AM
54	The next chief needs to understand that policing is currently changing and accept new technology and uniforms. The class A uniform is a thing of the past. Load bearing vests are	5/7/2021 10:52 PM

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part of today's policing, the citizens don't care what we are wearing as long as we are there when we need them.

55	More involved with front line staff	5/7/2021 10:12 PM
56	Doesn't matter what school you went to. If you aren't a cop we'll know and no one will respect you. Act like a cop not a politician. Stand up for your people and don't sell them down the river because you want to keep your job. Be the person you wish you had coming up not a shill filling a position and collecting a salary.	5/7/2021 8:36 PM
57	We want someone who is willing to stand up for the police who do a great job in light of what is occurring in other places.	5/7/2021 8:35 PM
58	Our agency is currently suffering from the "good ole boy" disorder where certain groups and individuals are favored and not held accountable. This is well known throughout the organization and it doesn't take very much research to find specific examples. I would like to see our next Chief be someone from outside the organization. A person who can come and evaluate issues within the organization and not have allegiances with certain groups. If the department continues on its current course the morale will continue to deteriorate and officers will leave the department.	5/7/2021 8:08 PM
59	None	5/7/2021 6:46 PM
60	No	5/7/2021 6:23 PM
61	A lot of officers are concerned over an outside police chief. Who is unfamiliar with this area and what we have done so hard to work and maintain the relationship we have with this community. Having an outside (out of area) police chief could be detrimental to the hard work everyone has put in to make this department what it is.	5/7/2021 6:00 PM
62	To even be considered for this position, all of the listed qualities are important. If the person has the items that I selected than all of the other qualities will happen naturally. I think our next Chief should probably be someone who was not on the SWAT team. While I have a tremendous amount of respect for SWAT officers, unfortunately there becomes a theme with the promotion and selection of officers based on SWAT membership. We need someone who has a fresh perspective who can set a tone for the rest of the command staff.	5/7/2021 5:59 PM
63	Many good officers have left. Many to smaller departments with less pay. Many more are waiting to see if the city continues to reward these administrators or if they have the courage to bring someone in from outside to clean up the embarrassing that has been made.	5/7/2021 5:45 PM
64	I feel the next Chief should come from within our department. This gives the Chief a unique insight on the culture and history of the department. The Chief would then have the knowledge of what needs to be done to effectively move the department forward.	5/7/2021 5:11 PM
65	The ability to communicate with community leaders and listen to their comments and make meaningful strategies on how to incorporate their concerns into positive action.	5/7/2021 5:09 PM
66	Hire from within, it will do wonders for morale of the department to see movement and growth with a leader we already know we can trust.	5/7/2021 5:04 PM
67	I would promote from within. It would not be Brandon, TJ , Brian or Ivan. I would tap Grogan as a one to two year fix, not more of the same rather an inside outsider. He has a vested interest in the depts legacy but does not fall into any of the social groups. He would be a reluctant leader. The dept needs an overhaul but it has to be gradual. Some of the leadership needs to be pushed out. I would hope the city, mayor and council realize this is a great agency . The dept has a lot of great officers and support staff. We need a leader who can be tasked with pushing out the leaders installed by Carrol.	5/7/2021 4:55 PM
68	This department has done an excellent job in building a strong leadership team. In uncertain times we need someone we can trust and someone that maintains stability to the organization. We have made huge strides in driving down crime and building strong relationships in our community. We need to consider keeping that stability with who we have internally already. We are in a critical time, and we have in our own organization someone that this community needs, and I hope that is a consideration when selecting our next Chief.	5/7/2021 4:50 PM
69	The chief should not be afraid to do the right thing. Allowing riots and changing our tactics because of a few bad officers out of thousands is not the right thing. Our department works well with the community and change will only push good officers out of the city.	5/7/2021 4:34 PM

## City of Modesto- Chief of Police - Department Survey

70	As mentioned, I truly believe there is a disconnect between people of color in the City and MPD. I think that the City should consider culturally aware and racially/ethnically aware individuals when selecting the next Chief of Police. While the majority of the City is supportive of MPD, that does not mean MPD should ignore our communities of color concerns.	5/7/2021 4:32 PM
71	Do not reach far. You already have an incredible leader right now who has done an amazing job. There is no need to disrupt the department with a brand new face who knows nothing about the city or department. Brandon Gillespie already knows what he is doing and truly cares of the well being of the city.	5/7/2021 4:22 PM
72	Need to add to patrol to help the amount of calls for service that come in and and help take pressure officers trying to handle numerous calls for service. This will create quality investigations and community contacts.	5/7/2021 4:18 PM
73	Our department is filled with so many caring employees. We are ready to move forward with necessary changes that will make our agency even better. We are open to new and fresh ideas.	5/7/2021 4:14 PM
74	None	5/7/2021 4:14 PM
75	Police serve the community, but the vocal minority of a community should not dictate how policing is done because they do not have the knowledge of what works and doesn't work. There will always be a portion of the community that doesn't like what we do. There will always be community members who will critique what police do in situations they have never experienced. Hold bad cops accountable, but don't cave to pressure at the expense of the majority who don't rock the boat and support police and want their community back.	5/7/2021 4:10 PM
76	I would like the chief of police to be able to communicate openly and freely with the city employees and the officers of the department. I would like the city employees and chief of police to work together at finding a solution to continue to make Modesto a safe and fun place to be. We as a department live by our core values.	5/7/2021 4:10 PM
77	We need a strong leader who is not afraid of doing the right thing. One who can communicate a clear message to the troops and be open to different strategies.	5/7/2021 4:08 PM
78	Find someone who will relate with officers and not sit in his office all day. Find someone who will tell us empty promises. The next chief could either be really good or really bad. At lot of people within this department are waiting to see. If we don't feel valued or feel like the department supports us, I envision several officers leaving. It's a big decision that could have a huge staffing outcome if the decision is wrong.	5/7/2021 4:03 PM
79	The next Chief of Police needs to be able to see multiple perspective on a problem and explain police practices to those who do not understand law enforcement practices.	5/7/2021 4:01 PM
80	Someone who is focused on recruitment and morale at the department so that people stay instead of leaving for other agencies.	5/7/2021 3:58 PM
81	No	5/7/2021 3:55 PM
82	A Chief who will back his officers	5/7/2021 3:54 PM
83	The next Chief of Police should have a vested interest in the City of Modesto. Personally, I strive to make the Modesto Police Department and the City of Modesto a better place because my family lives, works and attends school here.	5/7/2021 3:53 PM
84	Not at this time	5/7/2021 3:48 PM
85	I think it's also important to choose someone who has a vested interest in our community. Someone who has historical knowledge of our City government and our department.	5/7/2021 3:48 PM
86	Find someone from the outside that can rebuild this organization. Someone that can focus on their employees and the needs of the community.	5/7/2021 3:46 PM
87	They need to be sensitive to the needs of their staff. The morale is low and if they don't listen to their employees they will loose a lot of both sworn and non-sworn.	5/7/2021 3:44 PM
88	I want someone who will listen and not be stubborn. Someone will who will change there mind once in a while. Especially when they are wrong. Not a know it all.	5/7/2021 3:42 PM
89	Personally, I would like to keep the current interim Police Chief Gillespie as our Chief. He has	5/7/2021 3:42 PM

## City of Modesto- Chief of Police - Department Survey

done an amazing job despite all that has been going on in our city.

90	No need to look nationwide when there are very qualified candidates locally	5/7/2021 3:41 PM
91	Nope	5/7/2021 3:40 PM
92	N/A	5/7/2021 3:39 PM



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