

2024 Kelso Chief of Police Community Survey

The City of Kelso has initiated the recruitment for the next Chief of the Kelso Police Department. Our community members have a critical role to play in helping to recruit the next Chief of Police. Community input will be used when evaluating applicant's knowledge, skills, abilities, and personal characteristics. This information will also be used to develop interview questions. The survey results will be summarized and made available to the public for their information.

Please take a moment to complete this survey. Your responses to all the questions are voluntary. Any questions left unmarked will be recorded as 'no opinion.'

1. Please indicate the level of importance for the following **CHARACTERISTICS AND QUALITIES** that the next Chief of Police should possess:

a. Is a respected leader with a proven track record and experience in law enforcement.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

b. Is a strong leader who can build and maintain credibility with the Department and community.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

c. Has integrity and is known for being trustworthy, fair, honest, and transparent.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

d. Has a deep understanding and respect for the diverse population of Kelso.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

e. Has strong communication skills and facilitates open and honest dialogue within the Department and the community.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

f. Understands nationally-recognized best practices in policing and implements constitutional and community policing.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

g. Is a visionary and can motivate, inspire, and lead the Department's workforce.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

h. Respects and welcomes civilian oversight.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

i. Treats employees fairly and holds them accountable.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

2. Please indicate the level of importance for the following **EXPERIENCES** that the next Chief of Police should possess:

a. Executive-level and supervisory experience in a law enforcement organization.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

b. Experience developing meaningful solutions to prevent and reduce crime.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

c. Experience implementing initiatives to improve recruiting and retention of police officers.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

d. Experience developing community engagement across diverse communities.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

e. Experience implementing innovative practices and technology.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

f. Crisis management and public relations experience.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

g. Experience serving at all ranks/positions within a police department.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

h. Management skills, including experience in budgeting and developing strategic plans.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

i. Level of education.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

j. Experience addressing concerns raised by community members, city officials, media outlets, police unions, employees, and other stakeholders.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

3. Please indicate the level of importance for the following **PRIORITIES** that the next Chief of Police should set for the Department:

a. Improving the recruitment and retention of officers.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

b. Crime prevention and reduction.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

c. Traffic enforcement and pedestrian safety programs.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

d. Prioritizing community policing and community engagement.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

e. Supporting and expanding unarmed and alternative response models, particularly for calls for service involving mental health or individuals experiencing homelessness.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

f. Improving response time to emergency calls for service.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

g. Prioritizing office training, such as for de-escalation and use-of-force techniques, reducing implicit bias in policing, and responding to people in crisis.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

h. Increasing youth programs and youth engagement.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

i. Transparency in collecting data and making data available to the public.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

j. Preventing over-policing of people of color, racial profiling, and racial bias in stops and searches.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

k. Commitment to de-escalation of force training and accountability of officers.

Very Important **Somewhat Important** **Neutral** **Not Important** **N/A**

4. How can the Kelso Police Department better serve your community? [Open question]

5. Are you a resident of the City of Kelso?

Yes

No

6. If applicable, how many years have you resided in the City of Kelso:

0-1 years

2-5 years

6-10 years

11-20 years

20+ years

Not applicable

7. Do you work within Kelso city limits?

Yes

No

8. Do you or a family member work for the Kelso Police Department? (Optional)

Yes

No

9. Which of the following best describes your age? (Optional)

- Under 18 years old
- 18-24 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- 55-64 years old
- 65+ years old

10. Which race or ethnicity best describes you? (Optional)

- White/Caucasian
- Hispanic and/or Latina/e/o/x
- Black or African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Other Pacific Islander
- Middle Eastern/North African
- More than one race or ethnicity
- Prefer to self-describe: _____

THANK YOU

Your feedback is extremely valuable to us. Please submit your survey no later than Monday October 14, 2024.

Electronic submittals should be emailed to pmurray@kelso.gov or by mail to: City of Kelso PO Box 819, Kelso, WA 98626. Attn: Patty Murray