

**CITY OF COLUMBIA
CHIEF OF POLICE**

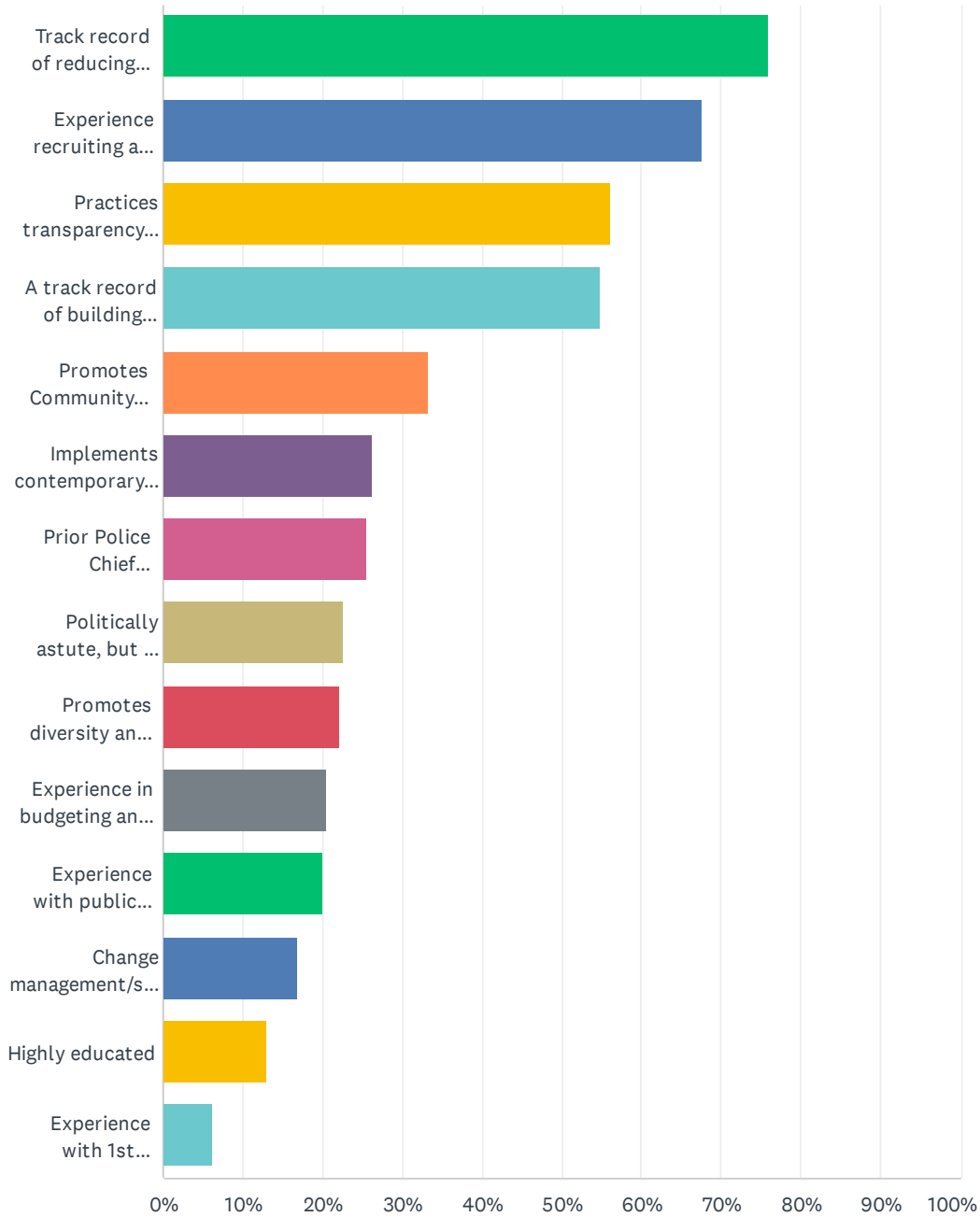
COMMUNITY SURVEY DATA

*Chief of Police
Columbia, MO*

**Mr. Kenton Buckner, Senior Consultant
Public Sector Search & Consulting, Inc.**

Q1 Although all of these QUALIFICATIONS are important, please select the five (5) QUALIFICATIONS you think are the most important when choosing the next Chief of Police for the City of Columbia. (Select up to five)

Answered: 1,048 Skipped: 0

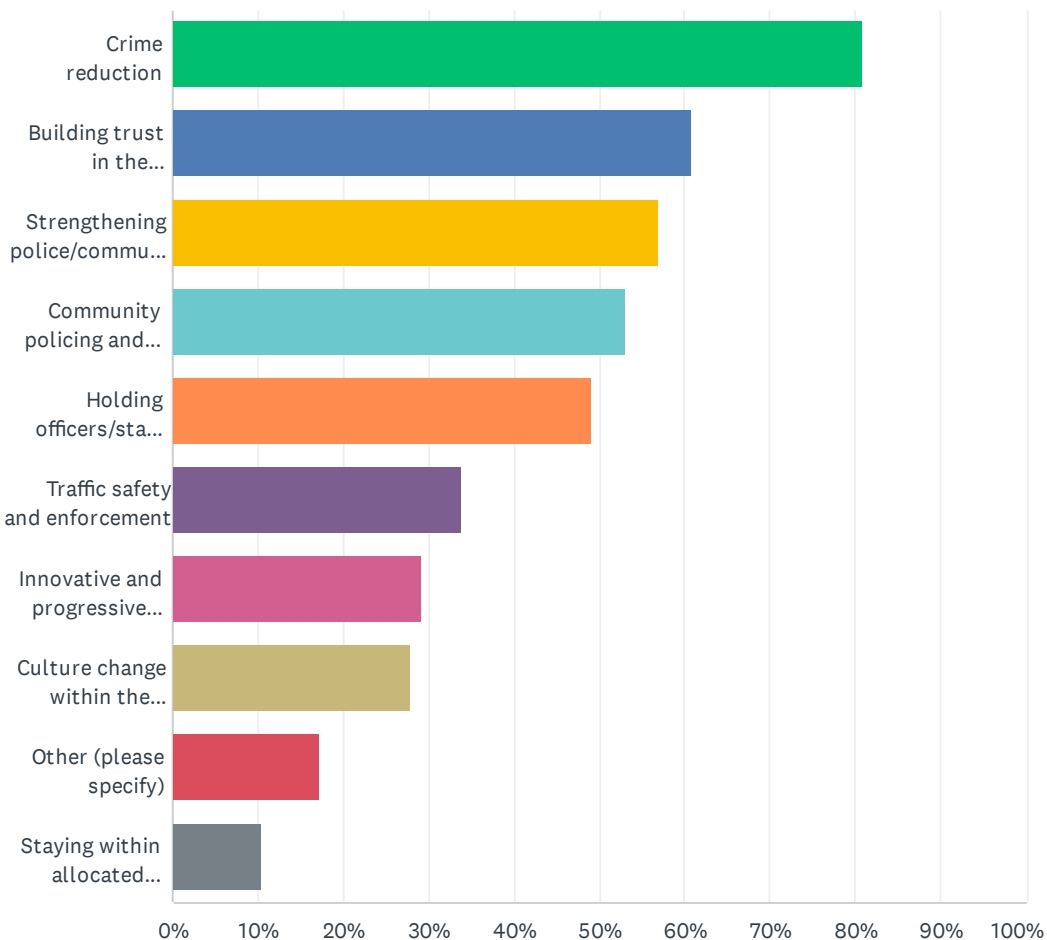


City of Columbia - Chief of Police Search - Community Input Survey

ANSWER CHOICES	RESPONSES	
Track record of reducing crime and promoting community safety	75.95%	796
Experience recruiting and retaining quality personnel	67.56%	708
Practices transparency and openness	56.11%	588
A track record of building community trust	54.87%	575
Promotes Community Oriented Policing	33.21%	348
Implements contemporary and innovative policing practices	26.15%	274
Prior Police Chief experience	25.57%	268
Politically astute, but not political	22.52%	236
Promotes diversity and gender equity in the workplace	22.14%	232
Experience in budgeting and financial management	20.42%	214
Experience with public relations, media and news/social media	20.04%	210
Change management/successful change agent	16.79%	176
Highly educated	13.07%	137
Experience with 1st Amendment protests	6.11%	64
Total Respondents: 1,048		

Q2 The new Chief of Police will need to balance competing PRIORITIES as the Columbia Police Department provides services to the community. Please select up to five (5) of the following potential priorities that you believe should be the “Highest Priority” for the Columbia Police Department. (Select up to five)

Answered: 1,048 Skipped: 0

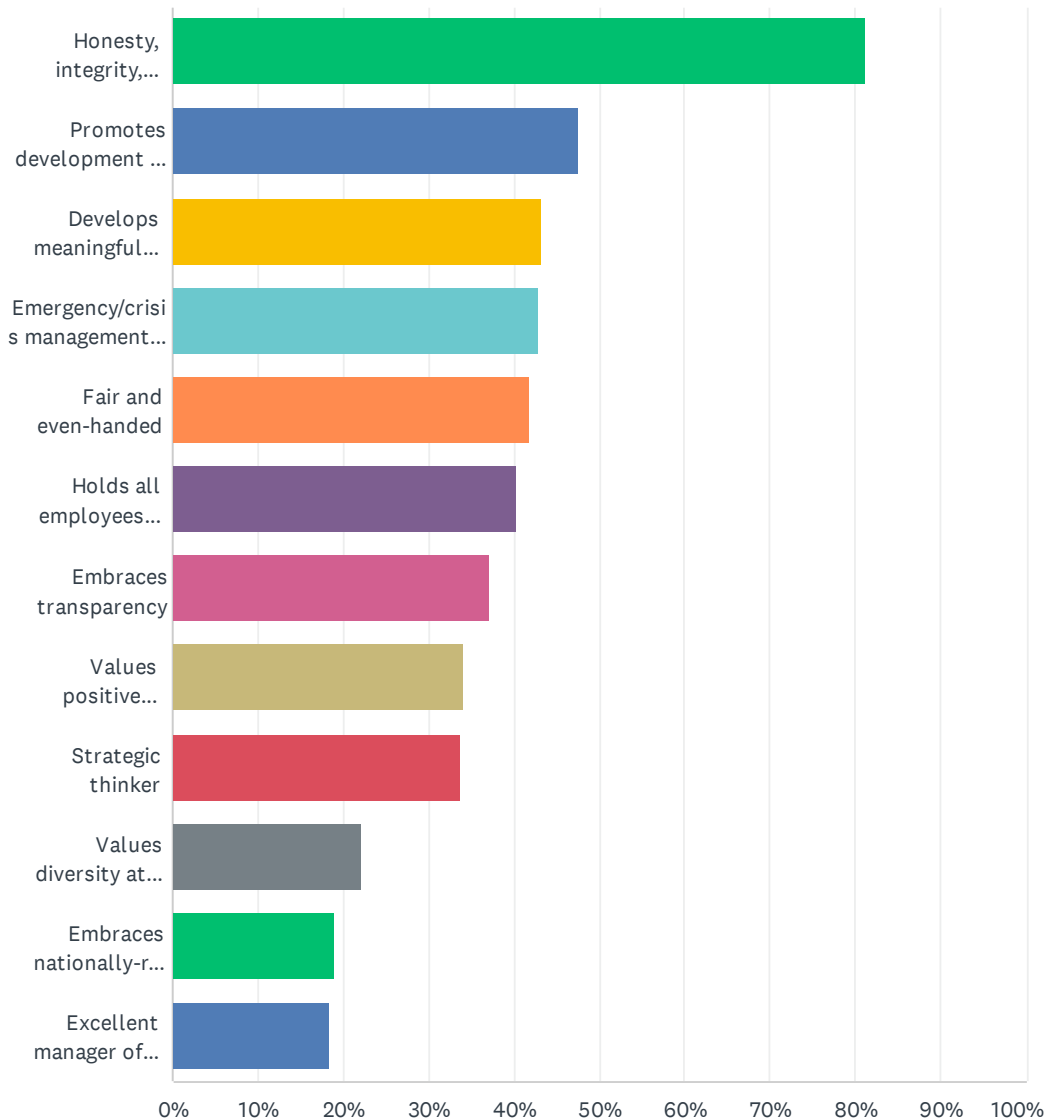


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ANSWER CHOICES	RESPONSES	
Crime reduction	80.82%	847
Building trust in the community	60.69%	636
Strengthening police/community partnerships	56.87%	596
Community policing and problem solving	53.15%	557
Holding officers/staff accountable	49.14%	515
Traffic safety and enforcement	33.87%	355
Innovative and progressive policing practices	29.20%	306
Culture change within the department	27.86%	292
Other (please specify)	17.18%	180
Staying within allocated budget	10.50%	110
Total Respondents: 1,048		

Q3 Although all of these LEADERSHIP QUALITIES are important, please select up to five (5) LEADERSHIP QUALITIES you believe are most important when selecting the next Chief of Police. (Select up to five)

Answered: 1,048 Skipped: 0



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ANSWER CHOICES	RESPONSES	
Honesty, integrity, character	81.20%	851
Promotes development of staff, training and succession planning	47.61%	499
Develops meaningful solutions to community problems	43.23%	453
Emergency/crisis management response	42.94%	450
Fair and even-handed	41.89%	439
Holds all employees accountable	40.36%	423
Embraces transparency	37.12%	389
Values positive community relations	34.06%	357
Strategic thinker	33.68%	353
Values diversity at all levels	22.14%	232
Embraces nationally-recognized best practices in policing	18.99%	199
Excellent manager of resources	18.32%	192
Total Respondents: 1,048		

Q4 The City Manager is responsible for appointing the next Chief of Police. Is there anything else you would like the City Manager to consider when he makes this appointment?

Answered: 735 Skipped: 313

#	RESPONSES	DATE
1	Education is VERY valuable	10/10/2023 8:47 AM
2	Stable staffing of the best officers	10/10/2023 6:57 AM
3	I would hope that the new chief would be willing to sit down with those of us who provide services to the homeless and have an open discussion on how CPD can be part of the solution to solving homelessness rather than contributing to the problem.	10/10/2023 5:45 AM
4	No	10/9/2023 2:29 PM
5	If we have a well qualified internal candidate we should stay within the department, instead of gambling with an external candidate.	10/5/2023 5:22 AM
6	No, but I question the City Manager's experience with making this decision by himself. Does he have the credentials?	10/2/2023 7:49 PM
7	If Candidates have unresolved anger issues with their parents, how do they Resolve Resentment within themselves and what are your standards for Responsible Anger Management within the Police Dept.?	9/30/2023 5:07 PM
8	The new chief must reverse the declining effectiveness of the Columbia Police, which is the result of the tenure of Kenneth Burton as Chief from 2009-2018	9/28/2023 8:24 PM
9	Not really	9/27/2023 8:27 PM
10	All things being equal, I would love to see a female Chief of Police, primarily as a step in recruiting more female police officers.	9/18/2023 5:34 AM
11	Please choose a compassionate thinker.	9/16/2023 7:43 AM
12	I would like a chief who understands the effects of trauma and culture on the individual and how that influences a person's choices and reactions.	9/16/2023 7:10 AM
13	Honesty, Integrity, Team-builder	9/13/2023 9:49 AM
14	Open to working with the police review board to see that people get a fair hearing	9/10/2023 6:11 PM
15	The next police chief cannot have any complaints of brutality, history of assault, or use of excessive force. They must be able to hold the department members accountable and work with communities.	9/5/2023 11:58 AM
16	EXPERIENCE	8/31/2023 8:44 AM
17	Resources for de-escalation and crime prevention	8/31/2023 7:31 AM
18	We need a law enforcement officer who will squarely address the gang violence that is killing young black men in Columbia, Missouri. This "survey" is heavy on what the cops are doing wrong (or, more accurately, are accused of based on events in other places by other people). We need a Chief who has the genuine concern for our most at risk populations who will be allowing the professional, trained, trusted police personnel to enforce the laws without being held to a standard that is feelings based instead of legally based. Without that, we will continue to see the gang violence that has cost so many families so much. No one wants bad cops. What is killing our local youth is gangs; the "hands off, create so much accountability that cops can't act" strategy the activists (who are not doing ANYTHING to prevent violence by anyone) has led to death and injury and is not a solution.	8/30/2023 3:26 PM
19	Politically neutral to connect all	8/28/2023 4:52 PM

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20	A person that is strong enough to change CPD from less militant culture to more community partnership culture	8/24/2023 4:08 PM
21	Forget about race/gender/religion etc and pick the best one that will keeps our city safe.	8/14/2023 6:35 AM
22	Get back to basics. Quit trying to find pawns that cater to special interests and their agendas while ignoring the rest of the community. They are a "law Enforcement agency" and should be given the resources and support to do their jobs.	8/12/2023 8:44 AM
23	Pro active policing! Crime is out of control if officers are not proactive and going out trying to arrest bad guys nothing will ever get better!!!	8/11/2023 8:35 PM
24	The police Chief needs to be willing to fight for his department to ensure the city can recruit and retain the best qualified officers.	8/8/2023 5:22 AM
25	Columbia wants to be rogressive with the rest of the world, that shouldnt be the focus. Columbia needs to get back on track of being a city people want to be at, not avoid or live in fear. Get back to the basics and make columbia safe and desirable again.	8/7/2023 10:28 AM
26	Prior experience and crime reduction. Columbia citizens seem to have no respect for the police and this needs to be changed	8/4/2023 9:35 PM
27	Please pick a police chief who will come down swiftly and harshly on the rising tide of crime in Columbia. Nothing else should really matter.	8/4/2023 6:53 AM
28	The next Chief can only be effective if given the proper resources to adequately staff/train the department. Crime downtown is becoming especially bad and it doesn't feel safe down there after 10:30pm anymore. More staffing is desperately needed to keep downtown safe/family friendly while also keeping the neighborhoods & rest of town protected.	8/3/2023 6:14 PM
29	The public has stated in past surveys that stopping crime in the community is their first priority. Please select a Chief who has that his main objective.	8/3/2023 1:45 PM
30	We need to hire a police chief who is tough on crime and the city council/city manager need to remove restrictions on said chief. The chief needs to be able to determine what is best for their officers AND our city within reasonable limitations. Our police force needs and deserves to be treated with dignity and respect. I am sickened that we lost Chief Jones, and you can spin it all you want with his "retirement" but we all know he was not supported as he needed and deserved. You see citizens of Columbia leaving in droves...open your eyes to the TRUE issues at hand and leave all the "feelings matter" BS behind. We live in a real world with real problems...and the police department needs our support.	8/3/2023 1:43 PM
31	Cooperation with other community response organizations both within and outside the city. Take care of your officers, biggest asset and liability.	8/3/2023 1:31 PM
32	Our police department has a difficult job. They face unfair criticism at times and they need internal support as well	8/3/2023 11:03 AM
33	No.	8/3/2023 10:36 AM
34	N/A	8/3/2023 9:36 AM
35	Allow and encourage the new chief to clean up this city by eliminating those involved in violent crime.	8/3/2023 9:36 AM
36	A 'Yes Man' is not what this community needs. We need someone that is going to stand up for what's right and has a backbone to stand up to those who try and push back	8/3/2023 7:56 AM
37	Integrity, leadership and promoting safety in Columbia should be at the top of the priority list	8/3/2023 3:55 AM
38	Please look within the department. CPD flourished when the chief comes from within the department. They know the community and what it needs	8/2/2023 7:38 PM
39	Trust in leadership, value the position and acknowledgement of the difficulties law enforcement face. Be a supportive partner, and providing and advocating for the necessary tools, resources, funding, and wellness supports for the chief and department.	8/1/2023 7:40 PM
40	Let the chief do their job. They are the policing expert, not you.	8/1/2023 2:07 PM
41	No	8/1/2023 7:40 AM

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42	A women	8/1/2023 6:27 AM
43	Pick someone willing to work in marginalized communities in our city to help build them up.	8/1/2023 1:51 AM
44	The city needs a chief that is for his employees and not under the thumb of city council to fix the crime in this town	7/31/2023 9:53 PM
45	Have a meeting with all judges in Boone County asking them what prevented them from executing a search warrant of SpringHill Suites at 3415 Clark Lane in May of 2020?? Why were search warrants not issued and why were arrests not made? Ensure the City Manager is supportive of the new Chief of Police getting search warrants executed quickly. The concerns of Joseph Hecht selling drugs were expressed in writing 60+ days before his murder. Nothing was done about it!	7/31/2023 8:38 PM
46	Importance of diversity, collaboration, and trust	7/31/2023 6:49 PM
47	No	7/31/2023 3:26 PM
48	We need someone who isn't yet another middle aged white man. Someone who naturally promotes diversity by being part of a minority group. Someone who doesn't have use of force investigations. Someone who was vocal about wanting the officers held accountable for killing Philando Castile, Andre Hill, Breonna Taylor, Atatiana Jefferson, Stephon Clark, Botham Jean, Alton Sterling, Freddie Gray, Eric Garner, twelve year old Tamir Rice, Michael Brown, Tanisha Anderson, Elijah McClain, and all the other Black people murdered by officers. Someone who is well-versed on mental health and will require all our officers to be far better trained on it. Someone who would prefer our officers all have tasers and only a few have guns after completing extensive training, instead of vice versa. Someone who wouldn't give "Rookie of the Year" to an officer who shot and killed a man while violating department body cam protocol. Somebody that will fire officers for excessive use of force instead of letting them quietly resign so they can get jobs assaulting people in other cities instead. Someone that will not hire officers who have resigned other from departments to avoid being fired or investigated by IA. Someone who consistently demonstrates that they are committed to community safety, by keeping us safe from people who have no business with a badge and a gun and a power trip. Someone who acknowledges the deep systemic faults in policing and works to address them instead of trying to impress us by having community policing initiative officers play video games or basketball with kids in a poor part of town. Someone who wants to serve and protect our citizens, not our police force.	7/31/2023 11:59 AM
49	Strength of character. Excellent communicator.	7/31/2023 10:40 AM
50	The current climate at CPD is one of distrust and dishonesty. People like Jenny hopper who lie, cheat and spend a half a shift at their sons soccer games instead of working need to be reprimanded. A level of trust needs to be put back that these individuals are held to a higher standard, across the board.	7/31/2023 10:17 AM
51	Turn over is high at CPD so a leader who can handle that and also address the lack of moral integrity in the staff that it retains is important. There are so many liars and cheaters at CPD, how do you expect us to have faith in the police department if they don't have a moral and just leader? Jenny Hopper has slept her way through the department and ruined families. Rick Mabe is a liar and a cheater. Chris Horn has destroyed families through cheating and Caleb Turnbough is a liar and cheater as well. This is your CPD staff, Columbia... choose a leader wisely.	7/31/2023 8:22 AM
52	To make sure he or she is given the opportunity to grow the department and hire the needed amount of officers	7/30/2023 8:22 PM
53	Have an open community forum for the final 2-3 candidates.	7/30/2023 6:54 PM
54	Can they do anything about all the temp and expired tags? There seem to be a lot in town. If people can see that they are able to get away with this. What else are they finding that they can get away with?	7/30/2023 2:38 PM
55	Candidates knowledge of the community and it's needs.	7/29/2023 10:16 PM
56	Choose someone with a doctorate in social work instead of a background in policing.	7/29/2023 8:01 PM
57	I'd like to see a police chief that subscribes to a "Broken Windows" policy of policing. Reduce minor crimes and a reduction in major crimes will follow. If it can work in NYC; It can work here.	7/29/2023 7:30 PM

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58	No	7/29/2023 7:10 PM
59	Society dictates what Police should focus on. The Chief needs to believe a member of the community. They will not be successful without community partnership.	7/29/2023 6:09 PM
60	Na	7/29/2023 12:05 PM
61	Focus on Law Enforcement, not political key words or politically motivated selection. The Chief is there to lead law enforcement, not hold hands or push political agendas.	7/29/2023 9:15 AM
62	Hire a police chief that will radically reduce crime. Hire a police chief that will receive support from the City and provide more money to hire more officers. Patrol downtown better. I moved from Columbia to a neighboring community to escape the homelessness and crime, also to ensure my daughter does not go to school in Columbia.	7/29/2023 8:44 AM
63	Appoint a chief who gives his officers time to get out of the cars and meet the people they police. Teem Policing was a wonderful system but required an increase in officers.	7/29/2023 8:39 AM
64	We want actual crime reduction -- make Columbia safer. This is not the time for diversity hires -- hire the absolute best candidate for the job.	7/29/2023 7:50 AM
65	Innovation for violent crime reduction. Ideally a combination of an Old School tough cop tempered by the current rising tide of sensitivity	7/29/2023 7:20 AM
66	We need a Chief of Police with a conservative view. Columbia has really went downhill with all the homeless on every corner, numerous shootings and trash all over the streets.	7/29/2023 5:29 AM
67	No	7/29/2023 4:45 AM
68	Equity and transparency is what this community needs. Stop protecting the corruption.	7/28/2023 9:29 PM
69	Especially in the coming election year, opportunities for voices to be competing in our community space. It would be reassuring if our PD could operate as truly apolitical and be best trained in communication and response techniques that focus on deescalation.	7/28/2023 9:23 PM
70	Several things should be considered. Experience and Qualifications: Look for candidates with relevant law enforcement experience, leadership skills, and a track record of effectively managing and leading teams. Community Engagement: The police chief should be able to build strong relationships with the community and understand their needs and concerns. Transparency and Accountability: Seek a candidate who values transparency, is open to public scrutiny, and is committed to holding officers accountable for their actions. Diversity and Inclusion: Consider candidates who promote diversity and inclusion within the police force, ensuring it reflects the community it serves. Problem-Solving and Decision-Making: Evaluate their ability to handle complex situations, make sound decisions, and implement effective strategies to address crime and safety issues. Communication Skills: A strong communicator is essential for fostering collaboration among officers, community members, and other stakeholders. Adaptability and Innovation: Look for candidates who are open to new ideas and willing to implement modern policing techniques and technologies. Integrity and Ethical Standards: Ensure the candidate has a high level of personal and professional integrity and adheres to ethical standards. Budget Management: Consider their ability to manage the department's budget effectively, ensuring resources are allocated appropriately. Understanding of Local Laws and Policies: The police chief should have a comprehensive understanding of local laws and policies to enforce them impartially. Empathy and Compassion: Seek a candidate who can display empathy and compassion towards both officers and community members, understanding the challenges they face. Conflict Resolution Skills: Evaluate their ability to handle conflicts and de-escalate tense situations effectively.	7/28/2023 8:46 PM
71	Hold people For there action there on drugs and steal people identity and no one will help you when it's on camera not even the procurers office it's rindged	7/28/2023 8:35 PM
72	Someone focused on recruiting and retaining great officers and who has a proven track record of dealing with gang violence.	7/28/2023 8:05 PM
73	NA	7/28/2023 6:15 PM
74	Make a sensible choice based on established best practices for policing. Do not cater to political whims or interests.	7/28/2023 5:23 PM
75	Hire someone who has a background in criminology	7/28/2023 5:17 PM

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76	The city manager should be following PERF standards. A new Chief should do the same. https://www.policeforum.org/buildingpublictrust	7/28/2023 3:41 PM
77	I would like the city manager to look for the correct Chief and not the Chief that is the easiest to "sell" to constituents.	7/28/2023 2:28 PM
78	Consider that Columbia citizens believe in our City Manager.	7/28/2023 1:49 PM
79	A very independent thinker with the ability to avoid the traps of being political.	7/28/2023 12:19 PM
80	Please consider someone who is going to be firm, fair, and consistent. We need someone we can trust, if the community loses faith in its police force then the community fails.	7/28/2023 11:47 AM
81	The choice should be based on experience and merit not on DEI criteria	7/28/2023 7:35 AM
82	Please hire the most QUALIFIED candidate. Please don't hire someone just because of who they are or what they look like. The community needs the most qualified individual to promote change.	7/28/2023 7:14 AM
83	Results and how officers fee at their current department are huge. The city manager should contact the police officers association at each candidates department to get more background information. The chief should offer transparency, but also not scape goat officers for political reasons. Don't listen to anyone who is part of race matters friends- they're a self identified police abolitionists, so they're opinion is really irrelevant since they don't think police should exist in the first place.	7/28/2023 7:12 AM
84	Hire someone that you will actually let police the community and reduce crime rates and increase staffing.	7/28/2023 7:00 AM
85	Pay well, they have to put up with a lot of stupid crap around Columbia. We've been on Dateline 3 times...	7/28/2023 6:57 AM
86	The next police chief should not have a history of racism or practice any sort of biased policing that leads to the harassment and deaths of our BIPOC community. They must be dedicated to changing the department behavior and be willing to be held accountable by the city.	7/28/2023 6:28 AM
87	We need crime reduction, please. Our city has gone down hill over the past decade. Prices on everything are high and citizens should be safe. But aren't - I rarely leave the house because of fear and have relocated my children out of the area due to fear. Our city is failing us. We need new leadership.	7/27/2023 8:28 PM
88	Please let the police chief and staff do their job and stop 2nd guessing everything they do. Support them don't critique them. The citizens police review board should be abolished. This board has no idea what police officer experiences or goes through. They only judge after the fact. Get the criminals and unlicensed vehicles off the city streets.	7/27/2023 7:34 PM
89	N/A	7/27/2023 6:15 PM
90	N/A	7/27/2023 10:23 AM
91	We need a Police Chief that will continue a strong culture of community partnership while addressing challenging issues of crime in our community. I would hope and encourage the City Manager to look at internal candidates that understand our community and culture of CPD. An outside candidate would take time to learn Columbia that could be used to continue efforts already in process.	7/24/2023 9:42 AM
92	Please select the most qualified, not just someone who "checks all the boxes", or "a box".	7/24/2023 9:19 AM
93	CALEA and ISI9001 Needs to be completed!!!!	7/22/2023 11:43 AM
94	We need someone with a real heart for people. Dedicated to protecting our citizens especially our children.	7/20/2023 5:41 PM
95	We need to find real solutions to the crime in our downtown community including but not limited to the homelessness/transient population and panhandling. Downtown is no longer safe and it's the heart of our community.	7/20/2023 10:19 AM
96	Someone with midwest values.	7/20/2023 9:39 AM
97	I would hope a preference would be for an internal candidate who is already familiar with our community.	7/19/2023 5:41 PM

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98	Build trust with kindergarten and first graders by going to schools for "show and tell". Continue to do this throughout K-12. Teach children where safe houses and places of resources are for them when in an emergency. Build confidence and trust in children that the Police are "on their side". This could lead to the children then telling Police leads that they know on "situations", so that they can feel confident in raising their children here when they grow up.	7/19/2023 9:25 AM
99	It's time to appoint a woman as chief of police.	7/18/2023 5:38 PM
100	Seewood should hire a person who will ENFORCE the law and go after these young street hoodlums killing each other, shooting up the streets and killing old ladies, (Tayside Court incident)	7/18/2023 2:19 PM
101	Someone who has prior "Midwest" experience or has ties to the community is usually a candidate that will want to stay and be invested in our community.	7/17/2023 1:58 PM
102	who will they think of as their constituents? are they relying on their officers? city of Columbia local government? their public following? locals suffering harm? who, really, will their priority be? IMO Jones talked the talk but when there were visible incidents COPD prioritized covering their asses and not improving community relations.	7/17/2023 1:47 PM
103	An experienced individual with strength of character. A qualified person with integrity. There is so much more to it but those characteristics will help.	7/17/2023 11:08 AM
104	The next Chief of Police needs a proven track record in recruitment and retention. Also need to focus on what the officers want...and not necessarily the feedback from CPOA. Are the officers being consulted directly for their input?	7/17/2023 9:58 AM
105	Bring police back to the community. Allow officers to perform their duties. Bring the crime level down! Allow officers to use their own judgment and perform their job safely and go home at the end of their shift. Bring officers to the community and allow them to do police duties. Having their hands tied is the reason their are fewer officer applying and staying.	7/17/2023 3:50 AM
106	Doing a thorough search within CPD for the new chief. A person connected to the community and lessens crime or the city will become troubled.	7/16/2023 9:11 PM
107	Choose a person with integrity and courage	7/16/2023 7:01 PM
108	N/A	7/16/2023 4:29 PM
109	N/A	7/16/2023 1:29 PM
110	With all the issues with trust, violence, general community relations, it's important to have someone that can work with the community, explain why they did something, and can handle criticism. Naturally they need to be familiar with police operations and they can build moral back in the force!	7/16/2023 11:31 AM
111	It would be great to have a local police chief, not someone using us as a stepping stool. If an outside applicant is considered, I do hope they do a thorough background check that includes news items and social media accounts.	7/15/2023 7:31 PM
112	Promote from within.	7/15/2023 5:05 PM
113	No thanks	7/15/2023 2:52 PM
114	Make sure the person has strong boundaries. He or she can't take on the responsibility for all of Columbia's troubles. She or he should be able to run a department, command respect from the force being a strong role-model, and reach out to the public!	7/15/2023 11:59 AM
115	Focus on crime reduction	7/15/2023 10:02 AM
116	Someone who requires police officers to enforce ALL laws including expired plates. Hold those who break laws accountable, reduce criminal activity in Columbia, not one who is afraid to go against liberals in Columbia.	7/15/2023 9:41 AM
117	Spend money on empathy training for the police officers and staff, thinking before shooting someone, don't hire people who are racist, homophobic, sexist, xenophobic, transphobic, misogynistic, controlling, manipulative, violent tendencies, etc.	7/15/2023 9:06 AM
118	The next police Chief needs to be able to focus on reducing crime in this community without having their hands tied by a bunch of people with no policing experience. Crime is out of hand	7/15/2023 6:57 AM

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and CPD has been so focused on appeasing the community they cannot do their jobs. I do believe there is a time and place for community relations. That said it does not mean they should be forced to make everyone happy. Fair and equitable policing is what Columbia deserves, not someone who is worried about what the political implications may be. You can't make a community stronger by ignoring the issues.

119	Find someone who can correct the challenges and the imbalance we currently have, find someone who will build positive relationships in marginalized areas and someone who can retrain our forces de-escalation processes and how to handle racial challenges properly. Additionally build a process to engage mental health professionals (not just people on call" to work alongside the force and help resolve issues	7/14/2023 11:53 PM
120	What/who do most Columbia police officers support in a new chief?	7/14/2023 11:47 PM
121	Someone with a proven track record, outside of Columbia. Preferably someone who will attract more diverse staff/officers.	7/14/2023 10:18 PM
122	No	7/14/2023 9:24 PM
123	Someone who can handle the increased crime. Someone who is not going to be scared to get to the bottom of the increased crime in Columbia. Columbia has changed and not for the better. Saw the shift when hurricane Katrina hit (the flood of new southern people). This brought people to Columbia who also brought crime and CPD was not used to dealing with that kind of southern problems/crimes. This also increased the growing drug and gang issues. Columbia is not the safe town it used to be.	7/14/2023 6:30 PM
124	No	7/14/2023 5:12 PM
125	PICK SOMEONE LOCAL! We are members of the community and the police dept and know that it takes different styles of police work then the typical college town. We have direct and indirect gang activity as well and needing to be open with the community to rebuild the trust that was tarnished over the years of different situations.	7/14/2023 4:46 PM
126	Please don't pick someone that has a political bias.	7/14/2023 3:03 PM
127	public criticism of police is usually uninformed	7/14/2023 2:58 PM
128	We need more officers. We need a chief who will fight for our cops to get paid what they deserve. Being down over 50 officers is not acceptable.	7/14/2023 2:54 PM
129	When choosing my last 5 on that last question- by choosing the 5 answers I did, I believe the rest of the answers will follow. Hire the best person for the job. Columbia is a small city. We need a leader that can handle the growth.	7/14/2023 2:38 PM
130	The safety of black people	7/14/2023 1:25 PM
131	tough on crime!!! fight for more officers on the street not behind a desk!!	7/14/2023 1:22 PM
132	I'd like to see the police department be fully supported by the City of Columbia....	7/14/2023 12:38 PM
133	Racism is a huge issue in MO, so hiring someone interested in anti-racism seems crucial.	7/14/2023 12:36 PM
134	We absolutely must do a better job with fairness and equity to the diversity of people who live in Columbia. For example, the traffic stop stats by race are unacceptable. True community policing (not just lip service) is also a must. And officers MUST be trained to de-escalate tense situations. If officers can't manage their anger, they need to be fired and replaced.	7/14/2023 11:50 AM
135	Don't fall for the current cultural focus on "diversity and inclusion" being the most important factor in someone's character. Honestly, integrity, strength, compassion and willingness to do the right thing even when it's unpopular are far more important for this job. Get a strong man who's willing to go to battle for his community and his team of officers to keep our city safe.	7/14/2023 11:47 AM
136	A commitment to transparency is of utmost importance. Chief needs to respect the role of accountability program such as the CPRB and not protect officers who have broken the law.	7/14/2023 10:57 AM
137	Pro active policing not reactive	7/14/2023 10:25 AM
138	Open door policy to the public	7/14/2023 10:15 AM
139	Unwavering commitment to the duties of the Police Chief - willing to take the 'heat' with regarding activists groups (and the CPRB) - call it like it is. To do this, the Chief must have	7/14/2023 9:45 AM

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110% public support from the City Manager and the Council.

140	Someone who wants to make Columbia safer. That's the bottom line.	7/14/2023 9:43 AM
141	Choose the most qualified candidate, regardless of race or religious background.	7/14/2023 9:36 AM
142	Do not forbid Police from focusing on high crime areas because of an uninformed public opinion! The elimination of a whole POLICE SQUAD dedicated to a high crime area was a good thing for us! Regardless of the demographics, how are you going to kick Police out of a whole community. Like they are not worthy of Police Protection???! Crime rate numbers don't lie...public opinion DOES! This was infuriating to me. It's Genocide! Can the City not think of any Land incentives for Businesses that don't encourage Marijuana Sales, Liquor sales, and Cheap stores? Change the land, change the resident, and then maybe it will change the need for constant Police Babysitting. Think about this saying when considering your Homeless Camp... if you build it, they will come... from New York, LA, or even Houston. And then there's small City of Columbia with LA Problems. Diversity is great if your town has LA Budgets, but we don't and probably never will.	7/14/2023 9:28 AM
143	Don't worry about what the few outspoken people will say about your pick. They'll hate whoever you choose. Policing is about the law, safety and security not social media. Pick the best candidate that values those and don't listen to the noise.	7/14/2023 8:59 AM
144	We need a chief who is open to criticism and meaningful community engagement of our most policed communities. We need a chief who will collaborate on effective crime prevention strategies related to youth violence.	7/14/2023 8:57 AM
145	The modus operandi of our City government has, for many years, been to make decisions behind closed doors and to hide from public scrutiny. In a government of, by, and for THE PEOPLE, transparency is among the most important tenants of a fair and egalitarian government. Unfortunately, our growing city is still being run like a small town, with backroom, handshake deals and a disdain for any citizens who dare to question the actions of their government. In Columbia, citizens have lost the fundamental right to petition their government for a redress of grievances. We must remember that we, the people, give the police the right to use force to protect our rights. And in return, the police should answer to us. All actions undertaken by the police should be visible to those the citizenry that employs them.	7/14/2023 8:35 AM
146	We need a lawman who is given the resources and backing to fight crime and not waste time bending to the views of those wanting crime fighting to be a social experiment.	7/14/2023 8:32 AM
147	The City has grown exponentially...the Police force has a lot of catching up to do. ASAP	7/14/2023 8:28 AM
148	I would like someone who can stand up for his department and city council.	7/14/2023 8:20 AM
149	Columbia crime has increased dramatically. We need someone that isn't scared to changed that.	7/14/2023 8:07 AM
150	stop the racism	7/14/2023 7:16 AM
151	No	7/14/2023 6:50 AM
152	Would prefer them to promote within the department!	7/14/2023 4:25 AM
153	Drug addicts don't commit crimes when they're sober!! Rehab not prison!	7/14/2023 3:08 AM
154	The city of Columbia has a major crime problem and a significant population of criminals. The next chief should encourage proactive efforts to locate, arrest, and remove the criminal element from Columbia. Additionally, the lack of proactive activity and outright discouragement of traffic stops, has lead to an increase in dwi and fatality crashes. By proactively utilizing traffic stops as a deterrent to crime and a tool to change driving behavior, the city can drastically improve its crime rate and overall safety quickly. I have been a Missouri State Trooper in this area for 16 years. I've enjoyed a relationship with the Columbia Police Department. However, since the appointment of Chief Gordon, morale, pro activity, enforcement efforts, and overall effectiveness have been lacking. Due to these issues, and the overall crime rate, I moved from Columbia to Ashland. It is important the next chief take these issues seriously and allows his or her department to evaluate proactive responses to crime reduction. I believe this culture change would be most easily achieved by hiring someone who is not currently involved with CPD.	7/14/2023 2:30 AM
155	Yes, knows how to deal with a bad city council that doesnt represent everyone	7/13/2023 8:46 PM

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156	Choose someone who will work to help the community to mediate the root cause of gang & gun violence	7/13/2023 8:34 PM
157	I trust the City Manager to make the right choice and appoint the right person for the position of Police Chief, personally I'd only ask him to keep with the interim chief that took Chief Jones place until a new Chief can be hired.	7/13/2023 8:26 PM
158	No	7/13/2023 8:00 PM
159	Crime levels	7/13/2023 7:21 PM
160	N/A	7/13/2023 7:14 PM
161	Someone who stand up for what's right, regardless of popularity	7/13/2023 7:13 PM
162	They do not have to be someone we like. They need to be the one we need. And everyone needs to have each others backs, working together. And a practical focus on the core causes of these criminals. Painful decisions need to be made or where will we be in another decade or two? We have to quit kicking the can down the road, and handle it now, or we will not have anything to handle it with.	7/13/2023 6:45 PM
163	Setting up a team of Social Workers who can deal with the unsheltered and non-violent, mental health crisis is a priority. It's not fair to expect our police to be therapists and resources specialists. Budget may have to increase to pay for qualified mental health professionals.	7/13/2023 6:42 PM
164	They need more budget for officers.	7/13/2023 6:28 PM
165	Yes, stop tying the hands of the police chief and let them do their job.	7/13/2023 6:20 PM
166	I'd like this candidate to have a history of positive relationships in minority communities.	7/13/2023 6:18 PM
167	Ya, bring someone in who is gonna change that city back to low crime, low drugs, less shootings, i get you cant stop em all but lets start pinpointing these drug dealers and kicking doors in and serving warrants and taking back the city, people are scared to come to Columbia because of the crime shooting and drugs.	7/13/2023 6:09 PM
168	Don't cowtow to race matters friends and other activists groups just to appease them and silence them for a moment. Itll never be enough and they will eventually still turn on you and their choice for chief	7/13/2023 6:07 PM
169	Homeless population is out of control, parts of our town feel unsafe, our schools are garbage... we need someone able to address city issues and not town issues	7/13/2023 6:07 PM
170	Consider first as many who are not white males as possible. Changes will come with more diversity!	7/13/2023 6:06 PM
171	The importance of recruitment for appropriate response times in the community.	7/13/2023 5:57 PM
172	Someone who represents the community and uses a balanced approach - not focusing on only the loudest voices in the room.	7/13/2023 5:56 PM
173	Consider the level of crime in the cities the new chief is coming from, and the level of proactive policing the chief has allowed.	7/13/2023 5:55 PM
174	Please don't turn your head from hiring from within. Chief Jones was hired from within and was very honest, fair and worked toward reducing crime and building citizen partnerships. The same can happen again.	7/13/2023 5:55 PM
175	Good luck	7/13/2023 5:51 PM
176	No qualified members inside the department at this time to be Chief. Look outside	7/13/2023 5:49 PM
177	Hire someone from within the department, they know our community and it's issues. Having someone come in like former Chief Burton was awful for our community and department morale. Just like we promote "buy local", keep that up in our next police chief selection.	7/13/2023 5:42 PM
178	I believe the police officers in Columbia need to be and feel supported. A group of people who are willing to put their lives at risk for public safety should be supported financially and professionally. City leaders and the public should appreciate their great contribution to our city.	7/13/2023 5:40 PM
179	Find someone who can and will actually reduce crime in this town. It's everywhere now and no one feels safe/secure, which will lead to a dying town.	7/13/2023 5:32 PM

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180	No	7/13/2023 5:25 PM
181	Select someone who has spent most of their career in the field and not behind a desk.	7/13/2023 4:58 PM
182	Someone with the experience and knowledge to tackle the mounting crime, homelessness, and drug, epidemic gripping the city.	7/13/2023 4:44 PM
183	Get off of the police departments back and let them do their job. Once the police are allowed to work, retention will improve and quality people will be attracted to your agency.	7/13/2023 4:38 PM
184	Any candidate for this role must be intimately familiar with the complexities of systemic racism, oppression, and marginalization. It would almost be better to hire a social worker or public health official for this role than it would be to hire someone with policing experience.	7/13/2023 4:31 PM
185	Someone that has an even tempering that can be a strong leader, get rid of privilege officers, thinks outside the box but issue the law, good public remains, and either female or a minority. The status quo hasn't been that great (it could be worse, but it could be better too).	7/13/2023 4:17 PM
186	Someone that the officers under his command will look up to, value, and respect.	7/13/2023 4:11 PM
187	Hire from within.	7/13/2023 4:11 PM
188	We need a strong leader who is not lenient to criminals. If they do a crime get them off the streets.	7/13/2023 4:01 PM
189	Take calls seriously.	7/13/2023 4:01 PM
190	Na	7/13/2023 3:52 PM
191	An increase in firearms training	7/13/2023 3:25 PM
192	Strong character person that will hold everyone accountable in his department and reduce crime in this community.	7/13/2023 3:25 PM
193	Ability to handle adversity	7/13/2023 3:12 PM
194	Stop the insane amount of shootings & close down homeless camps. This city is turning into a place most don't want to live!!! DO something & hire someone who is strict and will implement the law.	7/13/2023 3:04 PM
195	A person of color would be a benefit for this role, in order to provide perspective to relate and support our communities of color.	7/13/2023 2:50 PM
196	Someone who loves all people, has a desire to help anyone, but also keep our community safe. Must like kids!	7/13/2023 2:37 PM
197	Experience- tough on crime. Able to hire retain quality officers. Provide skills training, shooting, safety, etc...	7/13/2023 2:37 PM
198	Must be able to address violent crime, recruiting of good applicants, and manage conflicting internal dynamics	7/13/2023 2:26 PM
199	??	7/13/2023 2:24 PM
200	The next police chief should come within the department who already knows the community and department.	7/13/2023 2:09 PM
201	Start enforcing base driving rules and license requirements on vehicles law enforcement presence is the first line crime deterrent	7/13/2023 2:06 PM
202	Please find someone who can help Columbia get the gun violence under control. We are losing too many young people to senseless gun violence.	7/13/2023 2:01 PM
203	Work with current officers to see what qualities they feel are needed to reduce crime and restore public trust. Police are not available often in Columbia for basic policing needs and see if current staff have ideas on this.	7/13/2023 1:59 PM
204	Don't make this political! We need someone that can lead, recruit and keep officers.	7/13/2023 1:58 PM
205	Proactive policing is one of the most affective means to reduce criminal behavior. Community policing has many definitions. Community Policing includes public relations but is not only	7/13/2023 1:32 PM

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public relations. Effective community policing asks citizens to take measures to reduce opportunities for criminal activity and to work with law enforcement to make appropriate arrests. You cannot build your way out of homelessness. The more services you provide the more services you will be asked to provide. Law enforcement officers must be physically fit enough to defend themselves and others, smart enough to keep up with intelligent criminals and compassionate to work with victims and the community at large.

206	The next Police Chief needs be able to build a relationship with all citizens of the community. They also need to implement prevention strategies for crime.	7/13/2023 1:07 PM
207	Keep Columbia safe.	7/13/2023 1:06 PM
208	The chiefs focus on gang/drug activity, being able to work with other agencies, FBI, etc is critical. Reducing this in our community will domino crime reduction at all levels.	7/13/2023 12:59 PM
209	Hire someone from a large city with experience in drug law enforcement!!!	7/13/2023 12:47 PM
210	We desperately need to develop community support for our Police Dept. Community involvement and set high standards for ethical officers.	7/13/2023 12:29 PM
211	It's about safety, not accommodation. Repeat offenders and palpable threats to a community have no place in that community. They have a place in incarceration.	7/13/2023 12:29 PM
212	Stop the "good ole boy system" within the Columbia Police Department. Females have been treated terribly at the Columbia Police Department Historically and especially under Chief Jones. Females are discriminated against and white males are promoted over them. Almost all females in prior leadership roles Sgt and above have been run off and did not stay after 20 years of service based on discriminated practices.	7/13/2023 12:29 PM
213	How he will Address the homeless issue in columbia. It has gotten so bad that I want to move out of columbia. I don't feel safe going to the mall, downtown or to Mizzou or trails.	7/13/2023 12:27 PM
214	Don't use identity politics.	7/13/2023 12:11 PM
215	It is disappointing that Chief Jones did not receive the support from the city that he should have. The next appointed Chief should be respected and supported by all of you. Columbia is getting worse because of the lack of support. If any of you truly want to understand the work that is put into being in LE, serve your community as well. Put the uniform on. As nothing more than a civilian, I recognize how difficult it is to be in LE during these times. The actions of the City Council have done nothing but jeopardize the safety of civilians and LE. Get it together before you turn Columbia into a hell hole. Take responsibility for your actions or lack of. Chief Jones has been a person who has supported our community in more ways than any of you have. If you can't do the job, move on. I am afraid of what you will do next.	7/13/2023 11:52 AM
216	N/A	7/13/2023 11:38 AM
217	Allow officers to interview the applicants and then listen to the officers who will be working with the applicants.	7/13/2023 11:35 AM
218	No	7/13/2023 11:33 AM
219	NA	7/13/2023 11:26 AM
220	no	7/13/2023 11:25 AM
221	Me need to make crime reduction and crime enforcement a top priority.	7/13/2023 11:21 AM
222	Look at results of past employment, not at someone who fills DEI specifications.	7/13/2023 11:18 AM
223	Victimless crimes laws are immoral. If there is no victim, there is no crime. Stop enforcing laws/statutes/codes where there is no victim, and focus on the actual crimes - murder, assault, rape, theft, etc.	7/13/2023 11:17 AM
224	I would like the city manager to honor the wishes of the community, which has clearly wanted a robust community policing program in the city.	7/13/2023 11:12 AM
225	I'd like to be able to have my kids play outside without worrying about a shooting. End the policy requiring everyone to live by section 8	7/13/2023 11:11 AM
226	Please think really hard about this hire. You have to get this right. We can't afford not to. We need someone who knows how to reduce crime and deal with the issues of homelessness in	7/13/2023 11:06 AM

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	this town.	
227	These qualities all go together but I want to see a police chief who is in touch with his communities needs, promotes an approachable demeanor, trustworthy and transparent. He or she must be willing to look for new ways to do things; have a growth mindset. Also, this individual needs to be thick skinned and willing to listen to different views of our citizens.	7/13/2023 11:05 AM
228	Humbleness and easily approachable	7/13/2023 11:04 AM
229	Diversity	7/13/2023 11:02 AM
230	Someone who is willing to speak up even if they don't agree with the city council. Someone not afraid to back his officers and the community needs.	7/13/2023 10:59 AM
231	Someone local! No need to look any further than CPD	7/13/2023 10:58 AM
232	Making sure community (primarily minority and poor) voices are at the table. Active equitable attempts to get input from these populations. Not all have access to technology or money to access technology to fill out this form.	7/13/2023 10:58 AM
233	We need enough officers to allow each the ability to do their jobs fully and effectively. It seems like we don't have enough officers so those we do have are not able to cover the whole city.	7/13/2023 10:58 AM
234	We need a law abiding tough Chief of Police! Someone that will be able to hire and retain officers and have the officers back when they need it! We need so many more officers to help reduce crime in this city because the last and current approach is SERIOUSLY NOT WORKING!!!!!!	7/13/2023 10:56 AM
235	Columbia needs change. I've lived here for over 30 years and the crime is at an all time high. We need someone who is going to come in and gain the trust if the community and be able to maintain and grow the staff at CPD.	7/13/2023 10:49 AM
236	The next Chief should focus on developing and retaining quality officers while encouraging patrol officers to proactively patrol the city to contact criminals before they make citizens into victims.	7/13/2023 10:43 AM
237	People need to feel safe in their own neighborhoods and in their community.	7/13/2023 10:42 AM
238	No	7/13/2023 10:42 AM
239	Select an individual with experience that will be successful in reducing crime.	7/13/2023 10:41 AM
240	The crime in Columbia has drastically increased. The new chief needs to promote swift proactive policing in the high crime areas. This includes increasing traffic enforcement across all of the city.	7/13/2023 10:41 AM
241	Vested interest in the community, and respected by peers.	7/13/2023 10:37 AM
242	The CPD needs major change. True change will only occur when someone is hired from outside the current agency.	7/13/2023 10:35 AM
243	Traffic enforcement is important to safety and should not be ignored. It also leads to preventing more serious crimes.	7/13/2023 10:34 AM
244	An individual that values the oath of enforcing the laws and maintaining order without political influence.	7/13/2023 10:33 AM
245	The person who is filling in is a good candidate for the position	7/13/2023 10:32 AM
246	Hire the most qualified person. There is MoDOT on hiding within the ranks.	7/13/2023 10:28 AM
247	What will the new police chief do to get officers to respond to calls in a timely manner? Several people in Columbia have complained of having to wait hours and sometimes even days with several 911 calls before getting an officer to come out.	7/13/2023 10:25 AM
248	Our crime rate is going up and we need someone who is innovative and can work to come up with some new solutions	7/13/2023 10:20 AM
249	The crime in Columbia is completely out of control and we consistently do not have officers to deal with the issues.	7/13/2023 10:15 AM
250	Transparency, although considering how the city behaves as a whole I can't imagine the City	7/13/2023 10:14 AM

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	Manager will prioritize transparency.	
251	From what I've seen of the city manager in town halls, he doesn't seem well fit to chose.	7/13/2023 10:14 AM
252	Do not let the local Police Union drive or even influence this decision.	7/13/2023 10:12 AM
253	The next police chief should be a candidate from within our community . We need someone who understands Columbia, it's issues with crime, and the resources offered. An external applicant will not have a good understanding of the needs of the department and the city. It should also be someone with a proven track record of honesty, integrity, and service to this community. It should not be someone who is politically connected or has bribed or made back room deals to get the position.	7/13/2023 10:10 AM
254	Focus on DEI, education in mental health interventions, and experience in breaking ingrained behaviors/barriers.	7/13/2023 10:08 AM
255	Level Headed. Not worrying about politically correct but getting the community safer	7/13/2023 10:07 AM
256	Dialogue with the community is utmost important. Listening to the entire community and what they need will often get you so much further with progress you'd like to see happen.	7/13/2023 10:07 AM
257	Before you go outside, look hard at inside candidates. If you desire chafe in the way the department is ran, make sure inside people have the same vision of change.	7/13/2023 10:03 AM
258	Consider developing committee to interview and choose the next chief. One person should not be choosing the chief	7/13/2023 9:43 AM
259	The police department should embrace the public review process, listen to the community, and look for non-aggressive ways to assist those in need, including co-responders for mental health crises.	7/13/2023 9:41 AM
260	Hire more staff so the new chief can be successful.	7/13/2023 9:40 AM
261	Integrity of the applicant. Burton has several unethically correct problems in his past. We don't need that again	7/13/2023 9:07 AM
262	Someone that is going to take care of the crime problem. Having shootings almost everyday is the biggest issue. Wouldn't let my kids out after dark in Columbia	7/13/2023 8:32 AM
263	Ensure the new chief is able to do their job. Ensure funding is available to obtain, or retain qualified officers. Do not bring a new chief in and have them set up for failure. I feel our force is severely under budgeted.	7/13/2023 8:09 AM
264	Consider work history and accomplishments in law enforcement, including awards as evidence of character and successful management.	7/13/2023 7:36 AM
265	N/A	7/13/2023 7:28 AM
266	This position has not been particularly stable due to turn over. Don't over think it but find someone with integrity and who is positioned to hold the Chief position over a 5 year or longer time horizon.	7/13/2023 7:07 AM
267	The Chief needs to have the ability to hire and fire his staff. The issues with the police department have been going on through at least three chiefs. Most senior staff remain. Maybe the chief isnt the issue.	7/13/2023 6:24 AM
268	Get input from the current police department staff members. They must be on board with any appointment you make. If they aren't on board, the new chief will fail.	7/13/2023 6:22 AM
269	Let the chief to their job. Not micro managing the police chief.	7/13/2023 5:44 AM
270	Target reducing crime	7/13/2023 4:26 AM
271	Please hire the most qualified candidate regardless of age, race, or sex. Please do not make this a political hire.	7/13/2023 3:48 AM
272	Look for someone that will do the job of keeping our community safe. Someone that is BEST for the job,not because of their skin color or sex but the BEST qualified to do the job	7/13/2023 3:39 AM
273	PLEASE be sure our Chief does not embrace bigotry, hate, strong-arm policing, covering up for his officers' mistakes. I believe we have a pretty good department here, lets look for someone who will improve upon it, not end up with us on national TV for police brutality.	7/13/2023 1:42 AM

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274	We spent a lot of money for this last search and ended up hiring Jones. Columbia has had its head in the sand for years regarding crime and gang involvement. It is time to stop skewing numbers, changing criteria for what constitutes violent crime, and deal with all issues while also moving forward with the best people regardless of race, creed, or sexual orientation. I moved to Columbia many years ago because of the culture and public services. I felt safe walking my neighborhood in the evenings. I moved AWAY from Columbia mainly due to crime and violence. There are shootings every week. At first the criminals were so bad they couldn't even hit each other. That is no longer the case.	7/13/2023 12:58 AM
275	Downtown is the heart of our community. If people don't feel safe coming downtown to enjoy themselves, bring their family, go on dates, girls nights, outings with older parents and comfort doing business - than all is lost. Being accessible to the business owners is a quick contact over having to be all places at once. Having your staff out at bar close helps move things smoother - without being overly aggressive. Being active on the district meetings and part of the need cycle when positive things happen is important to offset the bad times. Tackling homeless, pan handling and folks drinking out of their cars on front of the clubs is crucial. There's so much work to be done - but it all starts by being present.	7/12/2023 11:08 PM
276	The fact is that Columbia is a press-heavy town, so we need someone who will be able to tactfully, respectfully answer all those media requests to help keep community members informed.	7/12/2023 10:35 PM
277	Previous track record.	7/12/2023 9:25 PM
278	I know this is a hard position to fill. Thank you for all the hard work you all are putting into this. Also I really love these surveys. Even if we don't all agree on things everyone having a chance to voice their opinion is important and is very much appreciated.	7/12/2023 8:49 PM
279	Make a solid choice, which may or may not be popular	7/12/2023 8:40 PM
280	Need more police officers to reduce crime	7/12/2023 8:06 PM
281	The new chief should be paid a wage that retains. All officers should receive a higher wage to recruit and retain quality people	7/12/2023 8:01 PM
282	Promote from within the police department.	7/12/2023 7:26 PM
283	START supporting our police! Crime is out of hand!!!! Let's take our city back to a peaceful community that is safe for taxpayers. The city has never been like this before, crime is out of control. I fear going out because crime is so bad, not okay! Do something about the homeless and panhandling. Overall, clean up Columbia and support the Chief! Pick someone that has a proven track record for making crime stricken cities better, not someone that is just a great detective, someone with experience as a chief and can propose ways to create real change.	7/12/2023 7:25 PM
284	Crime reduction must be #1.	7/12/2023 7:23 PM
285	What I mentioned about the Autism youth issues and these very new programs for crisis intervention which have existed in other states and cities (like Denver) successfully since the late 80's	7/12/2023 7:18 PM
286	The incredible impact 1 person can have on a community.	7/12/2023 7:06 PM
287	The next chief needs to be able to attend open forums such as the CPRB meetings and be mature, listen, and effectively communicate with members and community. One cprb/City Manager disagreement with Chief Jones's decision on an appeal created a marked shift in his attitude. The next chief needs to understand that they might not be right all of the time and to listen to differing opinions.	7/12/2023 7:00 PM
288	Lets get someone in this position that is going to not be afraid to get rid of the drugs & thugs off the streets of Columbia. Who ever we hire. We pray our Mayor and City Council gives this person their support 100 percent.	7/12/2023 6:56 PM
289	.	7/12/2023 6:32 PM
290	The new chief needs to be able to create a work culture for officers want to work and therefore we can continue to recruit and retain a sufficient work force. We also need a chief who will work in partnership with mental health services in the community to off-load mental health situations to others to handle appropriately.	7/12/2023 6:27 PM

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291	Trustee building to address community violence is going to be key. We need someone that understands the root causes of violence and doesn't see it as "just a few bad actors".	7/12/2023 5:58 PM
292	Hire someone from within the department. I want a Columbia native to be Chief	7/12/2023 5:35 PM
293	Please appoint someone of the same caliber and quality as Chief Jones.	7/12/2023 4:40 PM
294	Unless there is a general feeling that the CPD needs to go in a radically new direction and an insider would not be able to facilitate that sort of movement, I would prefer to see an internal hire. While an outsiders perspective may be unique and their ability to create change more pronounced, they are by nature less familiar with our community and less familiar to us, and thus in many ways a riskier hirer. Also, while there may be little we can do to control this, I would prefer a new chief that indicates a strong intention (both from their past work history and current disposition) of staying for a good while (at least 5-10 years).	7/12/2023 2:21 PM
295	We need a lesbian female to stop all the racist white nationalist MAGA supporters from oppressing the LGBTQ community. Anything else is unacceptable.	7/12/2023 12:05 PM
296	Please please please hire a police chief that you will let police the community, arrest the criminals and keep them in prison, and build a staff of officers. Then tell the mayor to give that police chief an increased budget and resources and have at it. If we hire a police chief based on ridiculous DEI initiatives then we will just keep going down the rabbit hole of crime getting worse and worse in the city. PLEASE do the right thing for once.	7/12/2023 11:02 AM
297	Black and Brown skin is NOT a threat. Your racist police culture is causing Black and Brown residents to feel unsafe and to leave the city. Your department should strive to be ANTI RACIST and promote diversity.	7/12/2023 9:48 AM
298	We need a Police Chief that is here to Enforce the laws, no matter, social status in the community, diversity or equality.	7/12/2023 9:26 AM
299	Again, strict enforcement of laws within the City of Columbia at all times coupled with a strong strategic vision of how most efficiently and effectively to execute the strategies and tactics to succeed. Finally, run the department has he/she deems necessary while ignoring undue influence from the Columbia politician class and their lackeys in the community.	7/12/2023 8:51 AM
300	Proactive in stopping DUIs before they happen.	7/12/2023 4:48 AM
301	Please choose a forward thinker who will help change the current culture on MUPD	7/11/2023 9:02 PM
302	Values succession-planning and recognition of future leaders within the organization.	7/11/2023 7:38 PM
303	The new PD Chief should be in resolution about his own mortality so he can teach younger Officers that the most noble service an Officer can do is give up his own Life to save another. Can you imagine an Adult like that on the Force?	7/11/2023 2:36 PM
304	Community safety and crime reduction should take precedence over peoples feelings.	7/11/2023 12:43 PM
305	Make sure that the person is the right fit. We have had police chiefs in the past that didn't work so well. Goeff Jones has been great. Do not tie the hands of the next chief and prevent that person from doing their job.	7/11/2023 10:46 AM
306	We want to feel safe again. Get the ILLEGAL guns out of these peoples hands. Patrol neighborhoods. Let us meet the officer assigned to our neighborhood that will have our back.	7/11/2023 4:48 AM
307	Consider new perspectives. Missouri is not known for welcoming anyone who isn't a white male into a position of power - appointing a BIPOC or female would connect with the community and provide the force with a perspective it likely doesn't get very often.	7/10/2023 8:00 PM
308	No	7/10/2023 7:49 PM
309	Stop being so liberal and weak	7/10/2023 4:09 PM
310	Nah	7/10/2023 4:08 PM
311	Crime crime crime. We need more police officers and less crime.	7/10/2023 2:34 PM
312	Resigning	7/10/2023 1:58 PM
313	Tangible qualifications and experience should be the priority for the hire.	7/10/2023 1:51 PM
314	There are rumors at City Hall that internal candidates are not "really" going to be considered	7/10/2023 1:26 PM

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because certain people (former members of City government and a handful of local activists) want to hire an external candidate in order to exert more influence over the Police Department. He needs to be aware that this is being said and the internal implications of these types of rumors.

315	Not all citizens have a realistic appreciation and understanding of the police. This is unfortunate. But when their services are personally necessary, this can change for the better. Please educate the public re this, somehow. Thank you.	7/10/2023 12:55 PM
316	Please think responsibly about our next chief. Where we were as a community and where we are heading. The number one role of government is to protect its citizens. Without out that your community begins to deteriorate. I have noticed this happening at a rapidly increasing pace the last 15 year. As a lifelong citizen of this community approaching 50 it saddens me to see what our community has become. Please don't forget the interests of your everyday citizen who just wants to do the right thing and feel safe going about it.	7/10/2023 12:50 PM
317	Choose someone who will take the organizational structure and make sense out of it.	7/10/2023 11:05 AM
318	As you embark on the critical task of appointing our next Chief of Police, I wanted to express the importance of prioritizing crime reduction and prevention in our city. Our new Chief of Police should be a leader who demonstrates a firm commitment to proactively reducing crime rates and minimizing the fear of crime among our residents. To achieve this, they must strategically deploy police resources across the city, ensuring that all neighborhoods receive appropriate attention and protection. Additionally, the appointee should prioritize the welfare and professional development of police officers. Ensuring our officers are well-trained, motivated, and confident in their roles is a critical aspect of effective crime prevention. We need a leader who is not afraid of "hard-nosed" policing. This involves taking a strong stance against criminal activity, employing intelligence-led policing strategies, and fostering a culture of accountability and integrity within the police force. In conclusion, a strong commitment to crime reduction and prevention should be the cornerstone upon which the next Chief of Police operates, shaping their strategy, initiatives, and leadership style.	7/10/2023 10:13 AM
319	I would like for Columbia to recruit a candidate who does NOT have a punitive approach to crime; rather, believes in proven practices that focus on restoring people to productive citizens and building trust with the community because he/she "serves" the people.	7/10/2023 9:58 AM
320	A budget that represents getting the appropriate resources to solve problems. Not every issue requires an armed officer.	7/10/2023 9:32 AM
321	Not at this time.	7/10/2023 8:57 AM
322	Experience with the unhoused as we have a disproportionate number compared to other cities our size. Domestic abuse and gang violence experience as that seems to be our highest percentage of crime. Recruitment skills since we are losing so many officers to retirement.	7/10/2023 8:28 AM
323	Hire an experienced person from outside the department who can bring in new ideas and has strong managerial skills. And someone who can help change the negative attitude that many people have regarding the department as a whole. This person needs to have the ability to communicate with the public and be seen working positively with the various groups of residents who seem to always be at odds with the department. And the new Chief needs to be able to develop a positive relationship with the City Council to work toward getting an increase in funding for the department so that more officers can be hired and reduce the high turnover rate of current officers.	7/10/2023 7:51 AM
324	Let's not hire within CPS. We need fresh blood and new ideas	7/10/2023 7:38 AM
325	Understanding that Columbia is a very different environment from other Midwestern cities. Homeless experience with how to handle criminal, but also mental issues within this group of people.	7/10/2023 7:09 AM
326	Much healing and trust-building must happen. Has the candidate had experience with this? Also with collaborating with other institutions and organizations that evidence shows are key to reducing violence?	7/10/2023 6:20 AM
327	The new chief should demonstrate the ability to get the public to trust him/her.	7/9/2023 7:17 PM
328	Crime is the problem and needs to be addressed, not political correctness or any of this other diversity crap. Solving crimes and getting criminals off the street for a safer community should be the main focus.	7/9/2023 6:58 PM

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329	No	7/9/2023 6:06 PM
330	Nope	7/9/2023 4:43 PM
331	Have a 211 mental health plan in action and enforced. With hundreds of mental ill vets and homeless in Boone County, it is essential that local law enforcement can counsel and effectively deal with these problem individuals. Not be afraid to police, based on race, make police behavior subject to citizen behavior, if a citizen, any citizen, regardless of color, breaks the law, we enforce the law, as that is what we swear an oath to uphold and constitute on a daily regime basis .	7/9/2023 3:23 PM
332	Chief needs to have a heart, some compassion. Not everyone they encounter is a criminal, some bad day, some down on their luck, some just need someone to genuinely care and work on solutions. The police brutality HAS to stop. Cops should use weapons and violence as an absolute LAST resort.	7/9/2023 3:08 PM
333	We need to get our city back on track. There have been so many violent crimes that our police force is exhausted and staffing in inadequate to even cover traffic crimes or interact with the community. I'd like to see a focus on starting from the ground up with securing more staff to relieve the stress on our current officers. A return to straight police work with making traffic stops, and building relationships with area youth so there is a presence to prevent this senseless gun violence. If	7/9/2023 2:52 PM
334	Look for someone who will stay and is not just climbing up the ladder. Someone with a sense of justice and a sense of humor.	7/9/2023 2:29 PM
335	Someone who can educate the existing officers and the community about the nationally recognized best practices in policing. AND not deny that there are officers with racist beliefs and help them learn about their implicit biases...and grow to serve all our community. My brother was a police officer in Ft Worth Texas and he was able to support his brothers and sisters in blue and stand up for what is right. Change is hard, but it can happen with the right police chief.	7/9/2023 1:53 PM
336	It would have been nice to have the recent meeting well publicized in advance with enough lead time to plan to attend. This abrupt announcement of critical meetings is a problem I have encountered too many times.	7/9/2023 12:25 PM
337	The new Chief should understand and ensure Columbia's community values are prioritized, instead of union values.	7/9/2023 12:19 PM
338	This person should have impeccable character and be a good communicator.	7/9/2023 12:04 PM
339	Stay internal. We saw the mess with Ken Burton. If you go external, more extensive vetting is needed to ensure they would fit a community like Columbia.	7/9/2023 11:50 AM
340	Our city manager should consider supporting our police and helping them protect our city. One way he can do that is to hire a police chief that is actually best suited for the job of stopping crime and protecting the rights of our citizens.	7/9/2023 11:05 AM
341	We need someone who will stop criminals in this city regardless of race.	7/9/2023 9:59 AM
342	Na	7/9/2023 9:17 AM
343	Hear what your officers feel the needs of the department are. They need managements support to be successful in their jobs.	7/9/2023 8:40 AM
344	Be transparent, seek community input and listen to the community's ideas.	7/9/2023 8:04 AM
345	Keep politics out of it.	7/9/2023 7:55 AM
346	Columbia crime is out of control. Hire someone who is going to get crime under control.	7/9/2023 7:47 AM
347	Whoever comes in needs to be able to recruit and maintain a fully staffed department and lower a growing crime/dangerous crime rate.	7/9/2023 6:42 AM
348	N/A	7/9/2023 6:00 AM
349	Chief Jones has been an obstacle to communication with our residents, ignoring and avoiding persons he perceives as critical of his efforts, refusing to answer questions and starting a feud with a downtown business owner. The new chief, whom ever he or she is, can not be allowed	7/9/2023 5:55 AM

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to hold a grudge like that and play it out in public. I have to live in this town, I can not have grudges that prevent me from speaking with members of the community and members of boards and commissions, neither should the police chief.

350	Try to duplicate Jones as much as possible.	7/8/2023 9:51 PM
351	No	7/8/2023 7:53 PM
352	Professional and law enforcement experience, along with humility and transparency.	7/8/2023 6:38 PM
353	That he does his job, enforces the laws on the books that we have and be tough on crime and enforcement.	7/8/2023 6:20 PM
354	Support the police, not the criminals.	7/8/2023 5:57 PM
355	No	7/8/2023 5:53 PM
356	We need a police department that is focused on protecting the public and deterring criminal conduct. We do not need social workers with badges.	7/8/2023 5:36 PM
357	One that isn't corrupt and protects criminals and pedophiles would be a good idea even if they are his own officers and high school buddy's!!!!!!!!!!!!!!!!!!!!!!	7/8/2023 5:13 PM
358	The support of officers	7/8/2023 4:08 PM
359	Stop making the police chief position a political and soft handed department. The reason crime is rampant in cities with these policies is because "soft" policing doesn't work. No officers should abuse their powers nor should criminals run a city. It's very apparent by the questions abd responses you're searching for a very liberal and crime soft chief. You appoint them. If blood is shed due to failed policies it'll be on YOUR hands.	7/8/2023 11:45 AM
360	No affirmative action picks!	7/8/2023 6:05 AM
361	Listen to the officers at CPD. Believe it or not they are your best source of information on who should lead the department.	7/7/2023 8:23 PM
362	Reducing crime, stopping the shootings in Columbia is the most important work that must be prioritized.	7/7/2023 4:49 PM
363	no	7/7/2023 4:24 PM
364	I hope the next Chief would be open to helping the Citizen's Police Review Board be more effective.	7/7/2023 3:13 PM
365	I think the City Manager should attempt to find a Chief that can help attract candidates to the department and focus on building ties with the community. While the Chief is a police officer, the role is more administrative in nature. Having someone who is both a good promoter and relationship builder is really important here in Columbia.	7/7/2023 2:36 PM
366	Reduce crime by strict policing with full staff	7/7/2023 12:44 PM
367	Our city is no longer a small town- we are plagued by violent crime despite the best efforts of our police. Frankly, for our next chief we need someone with as much experience as possible running proactive street crime units, gang units, and/or proactive investigations units in a major city. I would assume this type of hire will also ease your recruitment issues slightly - recruits and lateral transfers will want to be a part of your team if you are seen making a very obvious, long term commitment to combating these issues proactively. Cops want to succeed and as a consequence you will see larger application pools. Not to mention you will reduce violence for the citizens. CPD does a great job, and we are very grateful for their work - but I think this would be the best way to help them.	7/7/2023 10:39 AM
368	The DOJ's Community Violence Interruption programs requires inputs from many services and organizations; Juvenile Office, Probation and Parole, Prosecutor's Office, Social Services groups, and the Police Department. The duties of the PD in these programs is targeted investigations and an emphasis on proactively pursuing career criminals. The police departments next chief cannot be in charge of the other members' responsibilities. The PD doesn't need to handle social services. The Juvenile Office doesn't need to prosecute adult offenders. Allow each of the groups to handle their part of the programs collective mission. The next police chief MUST prioritize targeted, proactive policing of Columbia's career and violent criminals, and leave the duties of the other groups to them. Bring back and encourage traffic	7/7/2023 10:27 AM

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stops to keep city streets and motorists safer. Acknowledge the majority of violent crime in Columbia (shootings, follow-home robberies, etc.) are occurring within small sections of the population, and that has ramifications to racial profile numbers. It is what it is. But acknowledge it and move forward with with plans to change it. CVI works, if we allow the PD to work. The new chief must be able to do these things.

369	Transparency and community involvement in the policing at every level to improve transparency, trust, and accountability to the community.	7/7/2023 10:18 AM
370	We need to reduce crime not make everyone happy with your selection.	7/7/2023 9:36 AM
371	Allocate more resources to the downtown presence.	7/7/2023 6:33 AM
372	Yes, the city of Waterloo, IA, similar size to Columbia, went to a system of one Chief over Police and Fire. Cost savings, the position is administrative, person could come from either Police or Fire background. You should contact them, and see how it works for them.	7/7/2023 3:00 AM
373	The last time we nationally recruited a Police Chief, we ended up with a complete flop with Burton. Please consider a local, or atleast to Missouri and the surrounding states.	7/6/2023 11:59 PM
374	No	7/6/2023 9:24 PM
375	Someone who won't such up to City Manager and will fight to increase salary for those putting their lives and family on the line and hire more officers.	7/6/2023 8:51 PM
376	Please make the community safe and hold all accounted.	7/6/2023 8:27 PM
377	Existing knowledge of the community and the ability to hit the ground running	7/6/2023 5:12 PM
378	Ask the police.	7/6/2023 2:59 PM
379	Think about how different Columbia is now than fifteen years ago. Appoint leaders who want to make Columbia a safer place to live and work for the citizens.	7/6/2023 2:53 PM
380	Please get the crime in this city under control. This is a chance to change the culture to include police as people who need to follow the law to enforce the law. Additionally the law needs to be enforced and staffing should reflect the cities size.	7/6/2023 2:24 PM
381	We need a strong police force and therefore need a chief focused on developing the best department possible, not focused on social change.	7/6/2023 2:21 PM
382	Emphasize the need to learn our community on his own and not just accept what he's told by anyone.	7/6/2023 2:10 PM
383	Get the best EXTERNAL candidate	7/6/2023 2:03 PM
384	The city manager must provide all needed resources and support to the CPD and provide maximum support from himself and all City staff to the new chief; then get out off the way and let the job get done. The city manager, in addition, must be an absolute buffer between the chief and the city council.	7/6/2023 1:03 PM
385	Communication skills	7/6/2023 12:51 PM
386	FBI National Academy Graduate; Masters Degree; Budget Experience from similar size agency/budget; Preference to candidates from SEC communities or communities in the State of Missouri.	7/6/2023 12:25 PM
387	The growth of Columbia and how it is changing and see what the new Chief will look to do in the future.	7/6/2023 11:59 AM
388	no	7/6/2023 11:52 AM
389	Crime is spiraling downward in Columbia. Columbia Police Department needs a leader who will lead the fight into the violent crime that is occurring in our community.	7/6/2023 11:11 AM
390	The city needs a younger chief that would hold upper level management accountable and promote within.	7/6/2023 10:32 AM
391	The most important thing is crime reduction	7/6/2023 10:31 AM
392	n/a	7/6/2023 9:44 AM

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393	Communicate with business owners.	7/6/2023 9:16 AM
394	Someone who is committed to recruiting more officers and willing to try new strategies.	7/6/2023 9:00 AM
395	Columbia needs to continue to attract and retain businesses. To do so, the police must enforce the basic laws fairly, respectfully, but ACTIVELY, even simple ones like speeding, so families feel safe.	7/6/2023 8:58 AM
396	Try to find a police chief, not a politician. All of these different issues about how to properly police muddys the water, and when you hire someone more worried about their position and image, then they can't make the difficult decisions needed from someone holding that job. Violent crime is curbed by locking up violent people. Their behavior and lifestyles aren't going to be changed by people with loud mouths and ideas pushed on other people to make the change.	7/6/2023 8:25 AM
397	There is more respect for fictional leaders than actual ones. We can write better leaders than we're able to forge them in real life. It shouldn't be that way. It should be possible to find good, honest people who want to do the job, do it right, and do it with integrity. If we're capable of writing good leaders into media, then we already know what we want in an ideal leader. Those factors should be considered as well, when picking a new police chief.	7/6/2023 8:23 AM
398	Hire the best candidate, regardless of their skin color or sex.	7/6/2023 8:21 AM
399	The impact this individual has on many aspects of the community, both direct and indirect.	7/6/2023 8:18 AM
400	Consider hiring a local person that has knowledge of the community.	7/6/2023 8:00 AM
401	The police chief hire should be one who is an excellent communicator and has the ability to rally the silent majority on crime reduction. This police chief will need to stand up to the vocal majority activists who seem to be steering law enforcement practices with our city government. Violent crime in our city is out of hand. Criminals have become more emboldened than ever because they do not fear proactive law enforcement. It is a slippery slope. We are not fixing the "broken windows" in our community and it is showing. Our police officers need to be proactive and have to know that they have the backing of their city leaders in order to do so. There is often discussion about police "harassing" people who have expired plates or equipment violations. In my 29 years of law enforcement experience, traffic stops for these offenses often allowed me to have citizen contacts that were positive (as these types of stops often only require a warning or a summons for a violation that is a cheap fine and doesn't add points to your license) and also allowed me to locate wanted subjects, suspended /uninsured drivers, and guns and drugs. Proactive policing will reduce crime. Statistics show this to be true but you have to encourage officers to do it and they have to know that they will not be under the bus by city leadership if it upsets someone.	7/6/2023 7:57 AM
402	NO	7/6/2023 7:39 AM
403	Just thank you for this opportunity. If we could clone Jones that would be ideal. Character, integrity and compassion are important. Before Jones that was a problem and morale suffered. Someone who can build trust and community within and outside the department will unite both and make us all proud. Word gets around if it's a great place to be valued and supported and that will lead to recruitment and retention. Building relationships is a key component to job satisfaction and also respect and understanding of residents police serve in Columbia	7/6/2023 7:28 AM
404	Good people person listens to people also supports police officers	7/6/2023 6:52 AM
405	Building trust not only with the community but with City Leadership. It's a two way street. City Leadership needs to back and support the new Chief and his department. There is too much given to a vocal minority who screams to have their agenda implemented when it may not be the best for our community.	7/6/2023 6:33 AM
406	That person can reduce crime while getting community support to help reduce crime.	7/6/2023 6:09 AM
407	Diversity, Equity, Inclusion, Transparency.	7/6/2023 6:00 AM
408	Involve the community in supporting the new chief. Show us what we can do on the neighborhood level and when going about daily routines.	7/6/2023 5:39 AM
409	Selecting someone who has a working knowledge of the Columbia Police Department and the citizens of Columbia.	7/6/2023 5:30 AM
410	If the next Chief of police is a progressive, "safe space," Chief, you can expect staffing to only	7/6/2023 5:28 AM

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	get worse.	
411	Find someone who is committed to this community for the long term.	7/6/2023 5:00 AM
412	Leave race out of the equation	7/6/2023 4:46 AM
413	Look at the bigger cities and what they did to proactive policing, they killed it. And now they are dealing with even more violent crime and begging proactive cops to come back to work. Don't make this mistake, hire a chief that is going to stand up against violent crime and not bend at the demands of activists. If people think staffing is bad now see what happens if the wrong person is selected as the next police chief.	7/6/2023 4:37 AM
414	Please get someone great, not just good enough!	7/6/2023 3:06 AM
415	No	7/5/2023 9:34 PM
416	This is an essential part of the community development. It is important to have a chief with diverse views and educated in various problem solving strategies with the changing times. Uphold the law without sacrificing integrity.	7/5/2023 8:35 PM
417	Violent crime suppression	7/5/2023 7:49 PM
418	Promote preventative programs not just reactionary to "crime." Also promote reintegration for prisoners and don't just punish.	7/5/2023 7:42 PM
419	Confirm that the candidate has a record of holding employees to a high standard that he/she abides by.	7/5/2023 7:40 PM
420	Will listen to the common citezen. Not the loudest agenda driven special interest groups!	7/5/2023 6:45 PM
421	Please do not make this political. Our police department needs more officers and needs to possess the authority to have a strong hand in enforcing laws. We do not need a social worker or community activist. We need law ENFORCEMENT, before we become like Portland or San Francisco.	7/5/2023 5:53 PM
422	An individual with experience in addressing homelessness would be great for the downtown area.	7/5/2023 5:40 PM
423	If you don't support the chief you tie their hands. It's not that difficult to vet the applicants!.i would hope the manager has some experience in choosing but still the support after is most important	7/5/2023 5:12 PM
424	Please don't hire an outsider we not had any luck with the outside choices that have been hired, from Bill Dye, Botsford and Burton. They did nothing but tear the department down. We have qualified officers who can fill the shoes as Chief of Police.	7/5/2023 4:23 PM
425	We need more officers on the street no matter what it costs. Make the number of officers match the percentage of officers per capita of Springfield & Jefferson City.	7/5/2023 4:10 PM
426	I've lived in CoMo since 1996. While some of our crime is "growing pains" for our city, it seems to be getting worse. I don't know the answers but hope our next PC will be experienced with measurable results. The north side should not be a war zone especially. Maybe a POC can bring some community trust but he/she MIST have measurable results in another similarly sized city. It seems like PC Jones is frustrated & is bailing on our city. I understand that to a point. No progress under his watch. PLS PICK A GO-GETTER FOR OUR WONDERFUL CITY! Thanks & good luck.	7/5/2023 3:42 PM
427	We currently have city manager, superintendent of schools and fire chief who are of a certain race. Contrary to the uproar about bias in traffic stops, etc., We do not need the chief of police to be an affirmative action pick	7/5/2023 3:28 PM
428	Choosing a candidate based on qualifications instead of biased promotion from sectors that have zero police experience	7/5/2023 3:21 PM
429	no	7/5/2023 3:13 PM
430	I believe Columbia is in need of an experienced Chief ready to work within the community to ensure the community feels concerns are heard, that there are follow through actions and to help build a force that understands their role as peace officers, as part of our community rather than protector of it.	7/5/2023 3:10 PM

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431	Yes. LISTEN. If you put a survey out like this, listen and use that data to inform your decision rather than ignore the input because it doesnt align with personal beliefs!	7/5/2023 3:08 PM
432	Crime reduction needs to be priority number one.	7/5/2023 2:56 PM
433	Understand how tough this job is in today's environment and work to protect the police force from those who don't understand the challenges.	7/5/2023 1:57 PM
434	Involve the citizens police review board and private stakeholder organizations like Boone County Community Against Violence, United Way, and others who worked with marginalized communities for a valuable "outside" perspective on our citizens and their lives.	7/5/2023 1:50 PM
435	Columbia needs a Chief with a demeanor similar to Chief Jones. We do not need someone who is going to "crack skulls" as that is not effective.	7/5/2023 1:36 PM
436	There is significant negative talk (from within and outside of the police force) about the current culture and climate of the police force in Columbia. That MUST change before any of the 'real work' can begin.	7/5/2023 1:30 PM
437	Ending homelessness is a noble, long-term aim. Focus first on eliminating predatory panhandling in The District. it is a blight on our good community.	7/5/2023 1:27 PM
438	Appoint a police chief with the interest of the people in mind. This survey is an excellent way to gather information on what the people are looking for. Please consider this data. Take Columbia residents seriously in what they are looking for.	7/5/2023 1:21 PM
439	The police department should be minimized and its resources sent into true community safety resources such as social safety needs, housing, and mental health and addiction resources.	7/5/2023 12:59 PM
440	No	7/5/2023 12:57 PM
441	I would like the City Manager to consider the impact on morale the Chief of Police has on those that work for him. Please consider a Chief who sees the value in allowing officers to be proactive in their approach to solving crime and building relationships within the community. A Chief who values his/her employees, is familiar with the department and community and has a connection with the City of Columbia other than being the Chief of Police.	7/5/2023 12:51 PM
442	Someone who is not afraid to challenge the status quo.	7/5/2023 12:51 PM
443	Positive change is already underway at CPD. Hoping there is an internal candidate who can continue down the current path. Oftentimes, bringing in someone from the outside creates chaos and can actually set back progress.	7/5/2023 12:37 PM
444	Someone experienced in a more urban police department. Columbia is more urban makeup with urban issues than our current surrounding communities. Someone hired outside of CPD or boone county sheriffs office.	7/5/2023 12:15 PM
445	Be willing to participate in community events, supporter of Neighborhood Watch, participates in National Night Out, supports the officers	7/5/2023 12:06 PM
446	The applicant should at a minimum held the rank of Captain AND attended one of the three Command schools!	7/5/2023 11:34 AM
447	N/A	7/5/2023 10:53 AM
448	Thanks	7/5/2023 10:51 AM
449	We need someone who will hold high standards for officers and hold his or herself to those same standards. Our department will continue to lose staff if we don't support those who have high standards and move along those who are inappropriate.	7/5/2023 10:37 AM
450	Please select someone who does not allow political pressure to change the goal of keeping Columbians and visitors to Columbia safe. Please select someone who does not listen to the loudest voices in the room but instead works with you and the officers and staff who are qualified in keeping the community safe.	7/5/2023 10:26 AM
451	No	7/5/2023 10:15 AM
452	Crime reduction is the only thing that matters. Without it, all other issues are for naught.	7/5/2023 10:05 AM
453	Police chiefs should be focused on crime prevention regardless of who commits it. Data can	7/5/2023 9:48 AM

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show us types of crime being committed and people who are committing crime at higher rates. The police chief is responsible for relaying this data regardless of the perception people choose to take from it.

454	Tough skin when it comes to the small majority continually trying to bring him/her down.	7/5/2023 9:40 AM
455	When selecting finalists, try to conduct deeper research into the candidates. Contact their references (along with people who are not listed on their references).	7/5/2023 8:58 AM
456	Thank you for the opportunity to speak into this process. I don't have any more comments at this time.	7/5/2023 8:57 AM
457	The chief of police should be a police officer not a politician. He should allow his/her officers to be proactive to reduce crime in this city and support his officers. Not second guess.	7/5/2023 8:40 AM
458	Consider the long game - if the next Chief is around for a significant amount of time, what can they accomplish if we are very thoughtful and strategic about who we hire?	7/5/2023 8:13 AM
459	We need a police chief who will hold officers accountable but also not be afraid to speak up to the community and council when appropriate.	7/5/2023 8:08 AM
460	Find someone who does not operate on a political agenda, who values department employees, takes employee proposals and or ideas into consideration, and takes the time to place the employees first occasionally. Someone who has an open line of communication with the citizens however does not let the citizens influence decisions and punishments based only on their complaints	7/5/2023 8:04 AM
461	A real police officer with experience in different roles. Not an officer who fast tracked their career to administration. Geoff Jones would be an example of a real officer with experience.	7/5/2023 7:56 AM
462	N/A	7/5/2023 7:55 AM
463	FIGHT VIOLENT CRIME! This town is dangerous	7/5/2023 7:55 AM
464	They are going to have to go through some harassment in areas in the community. Someone with very hardened skin.	7/5/2023 7:41 AM
465	I hope that the City Manager/City Council do not make the same mistake as they did years ago when they hired a man from a different state (Texas) who did not care for or about the City, the community, or his officers. I understand why a national search is being done for the next Chief, but any candidate not from Columbia will not understand or have the same level of caring for the City and its problems. The City and Police Dept. suffered the last time this mistake was made, and I hope it is not made again.	7/5/2023 7:36 AM
466	Would rather have the best candidate than the politically safe one.	7/5/2023 7:25 AM
467	As a former Police Officer, I would value a Chief that respects and lifts up his staff. Having support of all kinds from the highest levels is crucial in maintaining moral and retaining good officers. A lot of command staff in the past have used good officers as stepping stones or as scapegoats to make themselves look good. Hopefully that atmosphere will change with good Leadership.	7/5/2023 7:21 AM
468	Given the Missouri legislature's inclination to pass bills limiting citizen oversight of policing, the new Chief needs to make it clear that he or she WISHES to received feedback and advice from organizations like the Citizens Police Review Board, and that (so far as practicable) he or she intends to publicly acknowledge their findings and recommendations and explain his or her response to those recommendations.	7/5/2023 7:04 AM
469	Look internally	7/5/2023 7:04 AM
470	up hold and enforce all laws.	7/5/2023 7:02 AM
471	We have many officers that are racists and we need a leader that will remove any cancerous individuals that are in the department.	7/5/2023 6:57 AM
472	Hire from within the department if possible.	7/5/2023 6:51 AM
473	Bringing in someone from outside of Columbia.	7/5/2023 6:48 AM
474	Policing nationwide is currently at a crossroads. To continue with the militarization of the force or completely dismantling and rebuilding policing that is not in a contentious relationship with	7/5/2023 6:40 AM

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the community. Columbia has an opportunity to hire a visionary police chief who can change the face of policing here in our community and I hope that opportunity is taken.

475	Honesty, integrity, and non-political.	7/5/2023 6:37 AM
476	Don't bend to the vocal minority. We need a strong police chief that can get crime under control in our community and restore a sense of safety.	7/5/2023 6:30 AM
477	Must be able to effectively communicate to staff as well as CM and public. Must have variety of experiences as a former police officer. Must be willing to make difficult choices and stand behind them. Significant knowledge of ordinances and laws.	7/5/2023 6:26 AM
478	Someone that keeps ALL citizens safe.	7/5/2023 6:24 AM
479	Heavy research into the candidates previous employment. How did their career start, have they left any other law enforcement organizations in a negative way? I want my Chief to be a positive candidate, not a troubled officer that has been bouncing from scandal to scandal.	7/5/2023 6:20 AM
480	N/A	7/5/2023 6:10 AM
481	Chief Jones will be difficult to replace no doubt, he held a lot of qualities both personal and professional that really catered to the needs of the community. I think most important would be someone that can help strategize the best means of operating his/her staff under our current crime climate and prioritize the level of threats to the community effectively. This will no doubt be a challenging position to fill, and I am confident in our city manager's decision to make the best decision for the community (even if the public can't see it at the time).	7/5/2023 6:09 AM
482	Find someone the most suited for the job based on merit alone!	7/5/2023 5:52 AM
483	No	7/5/2023 5:49 AM
484	Put politics aside and actually do your job. Your job is to appoint someone who will help keep us and our children safe. I fear without support from local politicians the police department won't be able to do their jobs effectively... and ultimately our community will be lost. Myself and many others consider relocating due to the high level of egregious crime in Columbia.	7/5/2023 5:41 AM
485	Find the BEST person for the job! No matter who that is.	7/5/2023 5:29 AM
486	Don't make a diversity hire for the sake of diversity. Make a hire that will make our community safer - we don't care what color that person is.	7/5/2023 5:24 AM
487	fair and appropriate use of force, demonstrated de-escalation knowledge, willing to get rid of aggressive officers	7/5/2023 5:12 AM
488	Communication style. Trustworthiness and ability of individual to lead. Extensive background check needed.	7/5/2023 5:07 AM
489	The best person for the job	7/5/2023 4:45 AM
490	We need a Police Chief that enforces the law, and doesn't cater to the way local judges rule on cases.	7/5/2023 4:34 AM
491	Na	7/5/2023 4:20 AM
492	We have to make the PD be trusted by the public.	7/5/2023 4:17 AM
493	No	7/5/2023 3:12 AM
494	No	7/4/2023 10:39 PM
495	Chief Jones was a great Chief, sad to lose him! Someone needs to get the crime in Columbia under control so find someone that can work on that.	7/4/2023 10:22 PM
496	Leveled headed. someone who can get the job done with no politics involved. Hard worker and someone committed to handle what is happening in Columbia.	7/4/2023 9:32 PM
497	No	7/4/2023 8:43 PM
498	Diversity and inclusion promoted as well as crisis management taught.	7/4/2023 8:17 PM
499	Tough on crime	7/4/2023 7:58 PM

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500	Proactive policing reduces crime. Columbia needs to reduce the crime. Issue warrants and stop people that are committing crimes including failing to license plates and speeding. Its time to be a better town	7/4/2023 7:46 PM
501	Track record of reducing police violence and handling mental health calls.	7/4/2023 7:14 PM
502	Willingness to tackle gun violence in town. Take a hard line on car theft.	7/4/2023 7:09 PM
503	Listen to your department. Allow panel interviews. Consider hiring from within that always helps morale.	7/4/2023 6:39 PM
504	I was raised in Como. Now I am afraid in Como. Please do something to reduce violence here	7/4/2023 5:54 PM
505	Crime in our community is only getting worse. We do not have bad cops- we have cops doing their job, their best, in a society that breaks them down. We need to support of chief, our cops, and hire someone who will go to bat for them and help our community see their good.	7/4/2023 5:39 PM
506	I suggest we hire from within someone who can continue the great work Jones has begun.	7/4/2023 5:00 PM
507	Crime reduction and enforcement of the laws	7/4/2023 4:25 PM
508	We need a chief that represents the diversity of the Columbia community.	7/4/2023 3:29 PM
509	Hire the best available person for the job, whether man or woman, no matter the skin tone. And don't be afraid to go against what the recruitment firm recommends.	7/4/2023 1:10 PM
510	Take a look at the diversity of command staff from Sergeant up —or should I say lack thereof. From, retired female	7/4/2023 1:08 PM
511	No	7/4/2023 12:38 PM
512	Morale at the department (as well as pay) is at a low. The next leader needs to be respected by all officers and know that he/she is on their side. Very important. Crime reduction is the number one priority for the city.	7/4/2023 12:26 PM
513	Crime reduction and community policing would be the absolutely most important outcomes of this new hire, in my opinion.	7/4/2023 12:09 PM
514	The City of Columbia, and its Manager, has an obligation to citizens to consider the ramifications on communities that current practices and policies regarding policing have wrought. An emphasis on non-violence, community involvement and input, and the highest possible deployment of transparent conduct is essential.	7/4/2023 12:08 PM
515	Someone like Geoff Jones. He understands the department and the city. He's in the trenches everyday. Some that actually uses their uniform and takes calls like Chief Jones	7/4/2023 11:04 AM
516	Having lived in this community for almost 50 years I have witnessed the decline of CPD. We all realize it is not an easy job. Too many times our police show no experience in dealing with highly intense situations. Education is a key component of this problem. The mentality of our cops including it's leaders have preconceived notions of certain citizens. It shows. Policing is very difficult. These men & woman need the tools necessary to succeed! A complete redo of training & hiring is a must. Get rid of the bad eggs! They only create more problems for the city. We need a police department we can all be proud of. It's time for a dramatic change in direction!	7/4/2023 11:02 AM
517	Find someone who will do what it takes to get criminals in jail and keep them there. It is well known that there is a small group of people who are responsible for the great majority of the crime in Columbia. Target them (legally) and remove them from society.	7/4/2023 10:53 AM
518	No	7/4/2023 10:53 AM
519	Need a Chief who understands progressive policies related to those experiencing mental health crises and those experiencing homelessness. Need a Chief who can work to address and support community efforts to get to the root of gun violence amongst our youth.	7/4/2023 10:46 AM
520	CPD desperately needs funding- policing a city the size of Columbia with a shift the size of Boonville PD is why this city has no control of crime.	7/4/2023 10:41 AM
521	.	7/4/2023 10:35 AM
522	Proactive policing should be the number one priority. Take control of the streets!	7/4/2023 10:20 AM

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523	We are a very diverse community, I believe thr next chief of police needs experience with working with minority groups and a positive track recors and their relations with minorities.	7/4/2023 10:05 AM
524	In my opinion, crime reduction is most important. I know people who do not want to move here because they think it's too dangerous. Cleaning up the homeless problem should also be a priority.	7/4/2023 10:04 AM
525	As an educator, I am sometimes frustrated by leaders who have minimal classroom experience or who have not been in a classroom longer than I've been a teacher (20 years) please balance someone with administrative experience but who also is not so far removed from the difficulties our officers on shift work face each day.	7/4/2023 9:58 AM
526	No	7/4/2023 9:56 AM
527	Choose the most qualified candidate. Do not hire based on anything other than qualifications! No politically correct hire unless they are the most qualified. I am guessing this won't happen but thought I'd try	7/4/2023 9:30 AM
528	Make sure the next police chief values the DEI position within the police department. Diversity and community outreach initiatives are usually the first thing cut when a department is trying to decide on what's priority and what is not.	7/4/2023 9:21 AM
529	Required Continuing and Annual training for all staff on appropriate interaction and appropriate language when interacting with Autistic Individuals, with an emphasis on special needs children.	7/4/2023 8:34 AM
530	Please provide sufficient resources so there are appropriate number of officers on the streets so officers don't have to work 12 hour shifts.	7/4/2023 8:12 AM
531	Please appoint someone who is tough on drugs and crime. The biggest issue in this city is drug use and drug addiction and drug dealing!	7/4/2023 7:51 AM
532	CRIME REDUCTION. DRUG REDUCTION. COMMUNITY SAFETY.	7/4/2023 7:46 AM
533	Zero tolerance for police brutality of any kind and make officers accountable each and every time!!!	7/4/2023 7:34 AM
534	What is good for the LAW ABIDING people of the community and not what will make the political activists happy	7/4/2023 7:33 AM
535	Do not hire from the outside. We already dealt with Ken Burton and that was a disaster. If you do hire from the outside it needs to be someone who is familiar with Missouri and the type of environment in Columbia.	7/4/2023 7:22 AM
536	Select the candidate that will serve all people	7/4/2023 7:10 AM
537	No	7/4/2023 6:52 AM
538	Columbia residents need to support their police department positively in order to help police reduce for the visible crime problem in the city. Police chief needs to be able to address the current crime problems and have the ability to do so financially, realistically, and be able to hire more officers that want to stay in Columbia to help make it a safe place. Otherwise the crime which has already intensified will only worsen.	7/4/2023 6:44 AM
539	This survey is clearly showing its bias. No mention of MAJOR community issues such as homelessness, panhandling, gang activity, etc. We need to increase police officer retention and decrease crime before we lose our city - it's a fine line between officer attrition, spikes in crime and total chaos. We are at the precipice of major safety issues increasing to the point where we lose tax dollars and the people who can afford to leave. Have a candid conversation with good people who have live in the Columbia community for a while, and it will almost always turn to the crime, homelessness, and gang issues plaguing our city. Wake up!!!!	7/4/2023 6:42 AM
540	N/A	7/4/2023 6:42 AM
541	NOT political!!!!!! , NOT a social justice warrior!!!!	7/4/2023 6:37 AM
542	Try to find someone as much like Chief Jones as possible, he is the ideal to be aiming for.	7/4/2023 6:32 AM
543	Get the crime under control. This has been ridiculous lately. I have been a Columbia resident for over 35 years and am now considering moving away.	7/4/2023 6:10 AM

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544	Listen to the community. Find a person with a clear vision and plan to implement it.	7/4/2023 6:00 AM
545	Gets respect from the officers	7/4/2023 5:55 AM
546	No	7/4/2023 5:51 AM
547	The number one priority is reduction in crime, recruiting (this is a function of a poor pension plan....should be in LAGERS), and overall management qualities	7/4/2023 5:49 AM
548	No	7/4/2023 5:31 AM
549	Hold a hiring process this time so we can get a Chief who actually knows what they are doing and can lead the Dept back to being a premier law enforcement agency.	7/4/2023 5:26 AM
550	Pick someone local	7/4/2023 4:35 AM
551	Look inside your department for the next chief. You have a highly qualified member, Asst. Chief Hunter, who is more than capable of leading CPD into the future.	7/4/2023 4:11 AM
552	I would like John Logan or Officer Clint Sinclair to be the next police chief!	7/4/2023 2:14 AM
553	None	7/4/2023 12:50 AM
554	The City Manager should be making sure the new chief is a person thats main priority isn't political, but reducing crime in the city of Columbia and making the city a safer place for everyone living and working in it.	7/4/2023 12:07 AM
555	Find someone who wants to back our officers and who supports putting criminals in jail by using proactive police work.	7/3/2023 9:51 PM
556	The new police chief needs to be a person that is willing to place a number 1 priority on decreasing the amount of crime in Columbia. The city council needs to get out of the way and allow this person to do their job in keeping us safe.	7/3/2023 9:51 PM
557	Bringing in an external candidate to be chief will result in friction between current command staff and the new chief. To make real change in the department consider a outside Chief with their chosen command staff or at least two deputies. Without this we will go through the same window dressing routine.	7/3/2023 9:43 PM
558	No	7/3/2023 9:09 PM
559	Choose a candidate that will stand up and defend for their department, embraces transparency, and has a strategic background on developing ways to reduce crime within the city.	7/3/2023 9:07 PM
560	Hire more police officers and have a bigger presence please	7/3/2023 9:03 PM
561	Don't get a Chief from a huge community like the one from Florida prior to Jeff Jones..He was to narrow minded and messed up himself.	7/3/2023 8:35 PM
562	Find a leader not a boss. Someone who will support their people.	7/3/2023 8:32 PM
563	Mature in attitude to respond professionally before having to take action, skills gained due to training and not just on the job experience, back ground in mental health education, believes in Jesus/God	7/3/2023 8:23 PM
564	Crime reduction highest priority.	7/3/2023 8:08 PM
565	N/A	7/3/2023 8:05 PM
566	Enforce law, reduce crime. All else is bunk.	7/3/2023 7:59 PM
567	Please choose someone that is can actually get things done. And allow someone to get things done. This person should have high values and be able to create a positive environment. Being a police officer is a difficult job, thankfully there are men and women that do that everyday. Find someone that will help keep those men and women safe. And the community safe.	7/3/2023 7:47 PM
568	Lower crime. Clean up the lawless behavior downtown. Punish those that break the law, as prescribed by law. Work with the prosecutor to enforce all laws on the books.	7/3/2023 7:36 PM
569	No	7/3/2023 7:30 PM
570	Columbia has many constituencies. A police chief must recognize the importance of each of	7/3/2023 7:24 PM

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them and respond accordingly. At the end of the day the new chief must leave Columbia better than it was found...leaving without scandal or enmity. That is the person the City Manager must find.

571	Crime is out of control. The city manager needs to have honest and open discussion with mayor and city council to discuss: 1. Are they willing to support chief and his staff to bring order to city? 2. Will they have chief's back when things get tough? Without that.... No chief can be successful.	7/3/2023 7:18 PM
572	As a member of a mixed-race family, it is important to me that the next Chief of Police has experience working within a diverse community and building trust within that community.	7/3/2023 7:14 PM
573	Someone who has been with the CPD long enough to know it's strengths and weaknesses.	7/3/2023 7:06 PM
574	No	7/3/2023 6:47 PM
575	Appoint someone who is an officer NOT a politician. Columbia needs a POLICE CHIEF, not someone who will play games and beat around the bush.	7/3/2023 6:42 PM
576	N/A	7/3/2023 6:28 PM
577	Stop policing our Police Dept. Let them do their job they are trained to do, and get competitive compensation.	7/3/2023 6:21 PM
578	No	7/3/2023 6:19 PM
579	N/a	7/3/2023 6:06 PM
580	Hire someone who will be as good as Geoff.	7/3/2023 6:05 PM
581	Columbia shootings are too numerous. They must be stopped.	7/3/2023 6:01 PM
582	Needs to be an outside hire. The internal workings of the Columbia police right now are extremely corrupt.	7/3/2023 5:51 PM
583	N/A	7/3/2023 5:50 PM
584	Pick the BEST person for the job. Don't pick someone just because they check certain boxes.	7/3/2023 5:43 PM
585	No	7/3/2023 5:38 PM
586	Must work with community and legal system to reduce crime. Must fill police vacancies so we have enough officers to effectively and safely enforce laws in Columbia.	7/3/2023 5:36 PM
587	Choose someone that can stand up to you and the communist city council. This is the police chief, let him run the department. You and all other city officials need to stay in your own lanes and let crime fighters fight the crime.	7/3/2023 5:35 PM
588	Police need to be separate from politics. Select a Chief that cares about enforcing laws, promoting proactive policing that keeps the community safe, and does not sit in the pocket of city council and other city leadership.	7/3/2023 5:34 PM
589	Our Police Chief MUST be someone who supports our police officers at every level. He or she MUST be someone who does not bow to political pressure or bend to those who wish to diminish the effectiveness of our police force. The next Chief MUST be honest, have integrity at all levels, and be a strong leader our officers will follow. Our Police Force is currently suffering from an extreme morale problem - it is a sinking ship that is losing people, our city's most valuable resource! Give our officers a Police Chief that cares about them and is willing to stand up for them. They need help and they need support. The wrong choice will further alienate these officers and cause more problems from within. Our City cannot handle another Burton. Our Officers have to trust their Chief. Please choose wisely.	7/3/2023 5:29 PM
590	No	7/3/2023 5:29 PM
591	Nothing	7/3/2023 5:20 PM
592	Aggressively pursuing criminals and getting them off the street. Find a chief that's is good at letting their people fight crime and stay the heck out of their way.	7/3/2023 5:20 PM
593	Reduce crime first. This city is dangerous and my family and I are leaving unless something is done.	7/3/2023 5:17 PM

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594	Prefer demonstrated experience in leading the intervention in and reducing the incidence and prevalence of gang-related activity, especially violent crime, in a semi-rural area like Columbia.	7/3/2023 5:12 PM
595	very disappointing there is nothing about racial equity in community relations in this survey. this should be the main consideration. speaks volumes about the City that this was not even considered in survey development.	7/3/2023 5:02 PM
596	Ideally we would have someone who is focused more on building up the community rather than punishing people. Someone who makes sure the officers have access to mental health services for themselves and how to promote it to the community as well at other community services.	7/3/2023 4:59 PM
597	No	7/3/2023 4:56 PM
598	Keep politics out. Columbia needs a police force now more than ever. The chief that you appoint needs to shield the officers from politics while keeping them focused on why they became officers: To keep their community safe from violence and victimization. They cannot effectively do their jobs with a political figure that is only appointed for public view. You need to find a talented and fair LAW ENFORCEMENT OFFICER. Not a politician that will cause the continual degradation of the department. Your new chief needs to put his officers first and create a workplace that is demanding but fair. They must realize that the officers are more than tools. They have families, goals, and also a need to serve their community. If anything has been visible this past 6 months, it's that the city does not back their officers. You need to choose a chief and show the bare bones staff of officers that you still have that you care, and you're there to back them while they stand on the line protecting you and the other families is this community from the violence and evil that you and the community have the grace of not seeing because of these officers.	7/3/2023 4:53 PM
599	Please help make the next Chief set up for success, not failure. Crime is horrible in Columbia and getting worse. Someone needs to make drastic change while gaining community support.	7/3/2023 4:53 PM
600	We need someone who who help with all of the increasing gun violence and decrease citizens fear/bias against police officers and provide officers support to do their job effectively without fear of repercussions in the media. Someone who will support their staff	7/3/2023 4:52 PM
601	Do not go for check boxes. Do not care race, gender, etc. Just want enforcement of laws, crime reduction, better traffic enforcement including speed, lane violation, and tags expired	7/3/2023 4:51 PM
602	I think there will need to be a large focus on building diversity within the force and strengthening bonds with the community	7/3/2023 4:48 PM
603	The two greatest priorities of the next chief must be 1) retaining the officers CPD has/hiring experienced officers and 2) training. These two issues solve concerns held by officers, the city, and citizens. More well trained officers means safer streets, healthier community relationships, less complaints against officers, more efficient officers, increased officer morale, etc.	7/3/2023 4:48 PM
604	Needs to be prepared to work with limited political support, as well as build morale and recruit in that same environment.	7/3/2023 4:42 PM
605	Someone who is already a member of the community, or at least somewhat local, is most likely to understand our needs.	7/3/2023 4:39 PM
606	I feel that CPD has been long overworked due to staffing issues, crime is on the rise and our officers are exhausted and at living in a world where the media is focused on showing anything wrong in policing that they can. The stress level has to decrease. The public support has to increase. Without a person who can begin rebuilding both CPD's morale and community trust and support, crime will continue to be higher. I think the best person for the job will find ways to invest in our officers and enhance their lives, making CPD a highly respected and sought after department for employment.	7/3/2023 4:28 PM
607	Merit, Experience, Strong Leadership Record	7/3/2023 4:28 PM
608	Police officers are leaving in large numbers and going to lower paying jobs because the work environment, department support, and politics dictating policing. I would like a Chief who can address these issues in order to get and retain quality officers.	7/3/2023 4:21 PM
609	Please hire from within. When you hire someone from outside the department, you don't know for certain if they will turn out to be effective. E.g. former chief Burton ended up being a bad	7/3/2023 4:17 PM

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	selection.	
610	This is not a diversity hire position. Please appoint the best candidate for the position.	7/3/2023 4:16 PM
611	Enforcing the law is the primary task, evenly and fairly.	7/3/2023 4:15 PM
612	Gun violence is impacting the entire city and is devastating the areas where affordable housing exists. We need a police chief who will build relationships and work in cooperation with lower income residents.	7/3/2023 4:12 PM
613	I am hopeful that the City interviews candidates outside of the CPD. It could be beneficial to have a fresh perspective and new set of eyes. In my personal experience I have reviewed my sons discovery in detail after he was shot and killed. I was horrified that standard practices and procedures were not followed during the investigation, along with lack luster investigative follow up interviews. There very well could have been a different outcome and justice for my son. After dedicating all of my time reviewing the discovery it was very clear that there was a Confidential Informant involved and led me to believe there is corruptness in our Department. Things did not add up and feel officers should be held accountable.	7/3/2023 4:07 PM
614	This position should be filled by a person who views the job as a public servant.	7/3/2023 4:05 PM
615	Also look at promoting from within dept. Consider pay scale increase to retain and recruit quality staff to make our officers and city safer.	7/3/2023 3:59 PM
616	Find a Chief who fosters an environment that helps officers take career criminals off the streets	7/3/2023 3:58 PM
617	We need a good communicator who is open and honest!	7/3/2023 3:55 PM
618	please find someone that 'can do the job well', not someone who 'checks several boxes' as a reason to hire....someone firm, yet fair	7/3/2023 3:53 PM
619	I no longer want to live in Columbia due to the crime. Solving the problem with crime is going to require more than the police, and a lot more support for the police. We need to get back to taking a tough stance when it comes to criminals. We need the community to quit staying tight lipped about crimes they've witnessed. Also, have I missed it, or has the mayor not made any public statements addressing all the crime?	7/3/2023 3:51 PM
620	There needs to be an overall strategic partnership with the Sheriffs Dept, MO highway patrol and MU police. Every grip mentioned should be part of the hiring process and selection. The city manager should value the experience from the other groups and use them to make the selection. The city manager should not be part of this process.	7/3/2023 3:49 PM
621	I would prefer someone from the community rather than an outsider.	7/3/2023 3:47 PM
622	Crime is relative low in Columbia, but I think it's important that the next chief work with the police department and it's employees to keep it that way. A poor leader will kill an organization, and our entire city will suffer. Thank you for your consideration of our input!	7/3/2023 3:41 PM
623	It will be important to connect with the citizens, especially those withing the black community.	7/3/2023 3:37 PM
624	No	7/3/2023 3:33 PM
625	Let the police do their jobs and arrest criminals.	7/3/2023 3:33 PM
626	Core family values	7/3/2023 3:29 PM
627	No	7/3/2023 3:25 PM
628	Do not hire a police chief from outside of the department.	7/3/2023 3:24 PM
629	Someone that is tough on crime.	7/3/2023 3:23 PM
630	The Columbia Police department focus needs to be on reducing crime and proactively targeting all criminals to create safer neighborhoods.	7/3/2023 3:20 PM
631	Find someone from within. Surely we have someone ready to take the reins that knows Columbia	7/3/2023 3:16 PM
632	Hire someone that can stop the shootings	7/3/2023 3:16 PM
633	Someone willing to police fair and consistently within the community and department. Actually	7/3/2023 3:15 PM

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willing to do police work while still working with the community.

634	Please appoint Zim Schwartz. Whatever we need to do to get her here, appoint her.	7/3/2023 3:15 PM
635	Important to choose someone who has s transparency record, values the community and supports diversity both in staff and community.	7/3/2023 3:13 PM
636	The chief is well qualified not just look good on paper.	7/3/2023 3:10 PM
637	Please choose someone who is really willing to accept input and perspective from all individuals of the community on the issues they are experiencing.	7/3/2023 3:01 PM
638	Don't appoint someone just because they are qualified on paper. You need someone who is able to inspire and motivate and not just manage the department. You also need someone with enough backbone to stand up for officers.	7/3/2023 3:01 PM
639	Recruiting expertise, reduce crime and ethical	7/3/2023 3:00 PM
640	Encourage proactive crime reduction	7/3/2023 2:55 PM
641	Someone willing to admit when a mistake is made, big or small	7/3/2023 2:54 PM
642	The employees that will be working under the new Chief and their opinions/needs/voices, should be considered above all the others who have never done the job. Bringing in "someone from the outside" has not had a very good track record for the department.	7/3/2023 2:53 PM
643	Based on the current climate, I would look harder at exterior candidates.	7/3/2023 2:43 PM
644	The shootings and gang violence are out of control. We need someone with experience dealing with this specific violence.	7/3/2023 2:38 PM
645	Openness to communication with public and media.	7/3/2023 2:38 PM
646	As a retired fugitive recovery agent and still currently a licensed private investigator for the state of Missouri, I know how difficult this kind of work is. Columbia as a whole needs to have more harsh sentencing and actually make these criminals and thugs stay in jail. Columbia has gotten so bad with crime in the recent years. I would apply to become a police officer for the city of Columbia myself but the only thing that has stopped me if is old charges I got when I was younger would prevent me from getting the job. No felonies though. The new chiefs need to fallow the constitution to a T. That's the main thing.	7/3/2023 2:38 PM
647	Liberal progressive policies have made a mess of many liberal run cities. Please do not bring those policies in policing here.	7/3/2023 2:33 PM
648	Pick someone like Geoff, not like Burton.	7/3/2023 2:30 PM
649	Hire outside of the department. The department has toxic individuals who's promotion would reduce morale and sense of camaraderie.	7/3/2023 2:27 PM
650	n/a	7/3/2023 2:20 PM
651	no	7/3/2023 2:17 PM
652	Consider how the next police chief will be able to partner with and/or support other community efforts to provide services that target populations that are at risk for community violence, knowing that the police are responsible for responding to community violence but need assistance in / should assist with efforts to prevent or lessen community violence. Additionally, officer recruitment and retention is of great concern. The City Manager will need to work closely with the new chief to develop ways to increase and retain quality law enforcement personnel.	7/3/2023 2:17 PM
653	Keep race and gender out of selection criteria. Qualifications are the only thing that matters.	7/3/2023 2:15 PM
654	Person of color and/or female, but not someone currently on the force.	7/3/2023 2:14 PM
655	No	7/3/2023 2:14 PM
656	Ensure the police chief and their leadership team also communicates effectively with larger organizations within the city such as the universities, schools, businesses, etc.	7/3/2023 2:14 PM
657	No	7/3/2023 2:10 PM

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658	The chief will not be successful unless he is allowed to do his job. It doesn't matter where he comes from.	7/3/2023 2:07 PM
659	In addition to the attributes available in the survey, also please view community safety as workforce, economic development, and community reputation issues. Helps to add vitality to the city. Helps with place making. The chief must understand these connections. Thank you.	7/3/2023 2:04 PM
660	No	7/3/2023 2:03 PM
661	Don't make a political decision- go for someone who supports pro active policing and will reduce crime	7/3/2023 2:02 PM
662	N/A	7/3/2023 2:02 PM
663	no	7/3/2023 2:01 PM
664	Crime reduction, this town is dangerous for the general public!	7/3/2023 1:58 PM
665	No	7/3/2023 1:56 PM
666	The Police know who is shooting up Columbia. Let them do their jobs by going after these criminals. Dog them, harass them, stop them till they can get them off the street. Please.	7/3/2023 1:53 PM
667	Demeanor when addressing the public is important to credibility. Needs to be someone who can stay calm - similar to Chief Jones	7/3/2023 1:51 PM
668	Why is this City Manager even remotely qualified to make this decision? He has not proven anything other than ineptness.	7/3/2023 1:50 PM
669	Do not give any preference to race, gender, gender expression, or sexual orientation when selecting the next Police Chief. Pick the person with the best qualifications.	7/3/2023 1:48 PM
670	City manager should be honest and transparent about the process	7/3/2023 1:44 PM
671	While all the above categories are important, the next Chief needs to focus heavily on police pay, retention, and recruiting (both new and lateral officers). If we do not fix this problem, all the other stuff will be more difficult, if not impossible to accomplish.	7/3/2023 1:43 PM
672	history with violence in small communities, university town, drug enforcement	7/3/2023 1:43 PM
673	Shootings have gotten out of control in Columbia. We need to feel safe again !!!	7/3/2023 1:42 PM
674	Please consider someone who has a history with police recruitment and retainment as the police department is still losing officers at an alarming rate.	7/3/2023 1:34 PM
675	Candidates with success in collaborating with social agencies and grass root community to affectively make change	7/3/2023 1:33 PM
676	Making the police more visible as helpers around the city.	7/3/2023 1:28 PM
677	They need to look at bigger cities and see how the police chief manages those cities and the crime rate. How do they retain officers and recruit new officers.	7/3/2023 1:26 PM
678	No	7/3/2023 1:26 PM
679	n/a	7/3/2023 1:25 PM
680	Look at the new policing and crime prevention model in Omaha, NE. KC is looking to adopt it as well. It is showing great promise. Ask the new chief if they are aware of this model and how they would approach it.	7/3/2023 1:25 PM
681	No	7/3/2023 1:21 PM
682	No	7/3/2023 1:18 PM
683	Community policing is important. Reward police who walk the walk in this area...bonuses.	7/3/2023 1:18 PM
684	Approach Captain Danny Brown from Columbia, SC police force. He will change the culture of our police department.	7/3/2023 1:17 PM
685	CPD needs a leader that will be fair yet firm with the officers.	7/3/2023 1:14 PM
686	To avoid political agendas and allowing diversity to influence a decision. But rather select the	7/3/2023 1:12 PM

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right candidate who will enforce laws and reduce crime levels. Look for someone with a record of strong police work and that has worked in a department who was successful in reducing crime and keeping repeat offenders off the streets.

687	Columbia needs someone that can move forward some of the things that have been put in place that haven't had enough time to be really effective. They need to be effective and well liked by the community but not let the folks that are anti police affect them. We need someone who can tackle our crime issues head on and deal with it at multi levels from making arrests to encouraging needed prosecutions.	7/3/2023 1:12 PM
688	Please don't select a liberal police chief that will allow more violent crime in this city. Please select a chief that allows their officers to effectively police the city.	7/3/2023 1:11 PM
689	As long as they have the proper qualifications, you should focus more on personality and work ethic/vision rather than what their resume says. It's harder to find the right kind of person than to find a person that qualifies based on policy. We need someone who understands the ins and outs of policing (and supervisory policing) but also someone who understands from a civilian standpoint. There are many instances where police have dismissed members of the public because to them it seems to be a 'low priority' issue but they have to remember that civilians are a priority in and of themselves. What's the point of having police if the public doesn't feel safe to call them or if the public thinks they will be disregarded and ignored.	7/3/2023 1:08 PM
690	Na	7/3/2023 1:05 PM
691	Consider hiring from within or you'll lose seasoned officers.	7/3/2023 1:05 PM
692	No	7/3/2023 1:05 PM
693	N/A	7/3/2023 1:04 PM
694	N/a	7/3/2023 1:00 PM
695	No	7/3/2023 12:53 PM
696	Choose someone who will do good for ALL of the people of Columbia not just the few.	7/3/2023 12:49 PM
697	Please hire someone with a proven track record of lowering crime.	7/3/2023 12:48 PM
698	Law enforcement/police should have its primary focus on public safety, above enforcement of the law. Recruitment, training, performance, promotions, resource allocation and all department functions should place the safety of the public and each of its members first in priority. A "public safety" department would more accurately reflect the city's needs and goals of protecting its citizens versus enforcing laws against them.	7/3/2023 12:46 PM
699	An experienced, intelligent, tough on crime Chief of Police, but fair handed weighing ALL serious stakeholder positions in decisions.	7/3/2023 12:44 PM
700	Just remember how political Columbia is and this candidate will need to be able to deal with that coming at them from all directions. The Council is just as bad as, if not worse than, the citizens all we can count on them for is more headaches. So they need to be prepared for the nonsense that our environment is a lot of the time.	7/3/2023 12:44 PM
701	Make leading a police force about policing and leave the politics to politicians. The city should be out front of the chief on political issues and mandate the chief stay in the limited lane managing a department who enforces laws. Consider where police authority is derived from and the only legal authority it possesses.	7/3/2023 12:41 PM
702	Elect someone who will take a stance against the crime in this town. It has gotten much worse since Seewood's time in office. Shootings in downtown Columbia in Fall/Winter 2021 were out of control. It may just be a coincidence but something needs to change. Cops deserve their jobs and lives far more than felons deserve running the streets, using/selling drugs within our communities, and having our policemen be fired for 'misconduct'. Police have the most difficult job in town. Support them.	7/3/2023 12:36 PM
703	Need to make sure they are accountable to not only the city but the public citizens, need to be respected by not only the officers but the public citizens, we need someone who will work, not wear civilian clothing while on job, stay out of bars during working hours, honest, moral and have values for a strong work ethic. Common sense on solving issues, make officers accountable to the citizens they serve as well and also expect the community to obey laws, enforce those laws fairly and evenhandedly and work on decreasing crime for every one even	7/3/2023 12:35 PM

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the common folks who don't think they are the problem when they run red lights, stop signs, speed through neighborhood streets, etc.

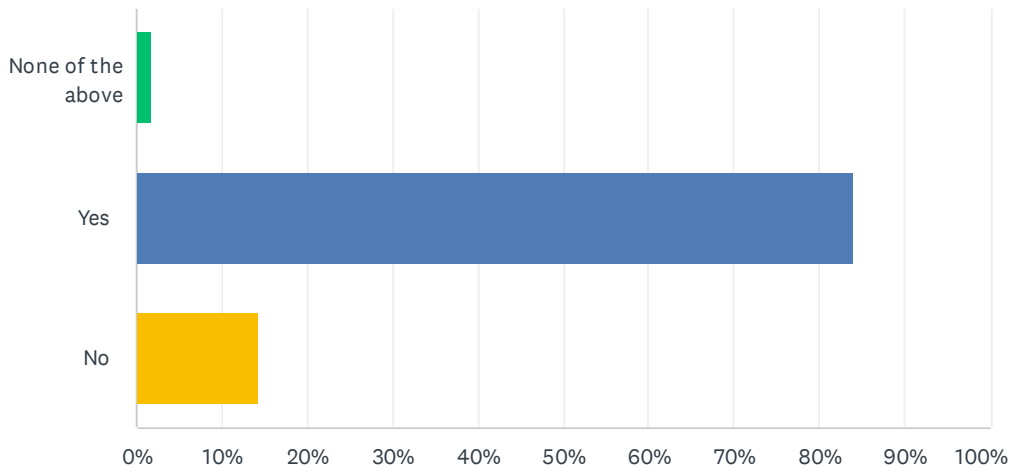
704	Public safety commissioner	7/3/2023 12:35 PM
705	Experience in policing	7/3/2023 12:34 PM
706	Fair and equal treatment of all	7/3/2023 12:33 PM
707	I want a police chief who will get crime under control while working with the community. Not someone who will buckle to the radicals of Columbia.	7/3/2023 12:32 PM
708	Support for opioid education and naloxone distribution	7/3/2023 12:31 PM
709	City Government should assist with building the trust between law enforcement and the citizens. City Leadership need to be the facilitator of communication between law enforcement and the public.	7/3/2023 12:31 PM
710	Yes, the new Chief will have to deal with this new generation of random-acts gang violence, but holding CPD officers to a higher standard for traffic-stops and use-of-force moments will be paramount.	7/3/2023 12:28 PM
711	The new Chief of Police needs to have the strength and ability to do what is right regardless of the communities support. Right is right and wrong is wrong. It does not matter the person's age, race, history etc.. Everyone needs to be treated with the same respect.	7/3/2023 12:25 PM
712	I believe an individual with permanent Police Chief experience is critical to this position & one that is open to positive change within the department.	7/3/2023 12:23 PM
713	Someone who already knows Columbia, what Columbia needs and how to meet those needs.	7/3/2023 12:22 PM
714	There is a lot of "noise" from a small number of people who are critics of Chief Jones. Most of that is nonsense and should be ignored. Also, the City's strategic plan should be an important guide in the expectations for this person.	7/3/2023 12:18 PM
715	They must be capable of taking criticism in every decision they make.	7/3/2023 12:17 PM
716	The next police chief and the city government need to understand the difference between pandering to an overly vocal, small group of people who want to enable criminals, and properly and effectively addressing crime. Chief Jones seemed to understand this, but the city government needs to have the next chief's back in properly addressing crime without tying the hands of the department.	7/3/2023 12:16 PM
717	Do not listen to activists such as Race Matters, Friends. They are borderline anarchists and self-proclaimed police abolitionists, thus their opinion is irrelevant.	7/3/2023 12:14 PM
718	Select a person who will allow Columbia Police officers actually be police officers. There is an uptick in crime in the city of Columbia and we need to let our police do their jobs. We need our officers to be more proactive and less reactive. Proactive allows officers a chance to prevent a crime and reactive allows a crime to happen. We need a chief that will continue to back our officers when they are right and take action when they are wrong.	7/3/2023 12:14 PM
719	Hire someone who is the BEST QUALIFIED PERSON which is not how the CM has hired some directors up to this point	7/3/2023 12:13 PM
720	Embraces nationally-recognized best practices in policing, and Values positive community relations.	7/3/2023 12:12 PM
721	If possible hire from within the department or at least someone form Missouri. We need a Chief who feels like a member of this community, not an outsider that has no roots in the community.	7/3/2023 12:11 PM
722	The next chief and any going forward will not succeed unless they have the support of the city manager and council and the police budget is raised to get quality applicants and officers.	7/3/2023 12:11 PM
723	Recruitment and retention is suffering. Ensure the next chief has a plan to retain officers.	7/3/2023 12:09 PM
724	Find someone that will make arrests and follow procedures to make the charges stick.	7/3/2023 12:08 PM
725	not at this time	7/3/2023 12:07 PM
726	Like many, I'm concerned with both equity in policing, as well as taking care of our growing gun	7/3/2023 12:07 PM

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	problem.	
727	No	7/3/2023 12:07 PM
728	Appoint a Chief that is going to address and solve the violent crime problems we have in Columbia. Do not choose a Chief that will bend to political pressure. Choose a Chief that will care about their officers and do everything in their power to keep them, and the public, safe.	7/3/2023 11:51 AM
729	Please select someone not from out of town. That hasn't worked out real well here in the last several years before Geoff Jones. Sorry to see Jones go but wish him well and grateful for his service.	7/3/2023 11:50 AM
730	No	7/3/2023 11:46 AM
731	Pick the best candidate, not the politically correct one.	7/3/2023 11:31 AM
732	We need someone willing to implement regulations that help Columbia become a safer city and force the criminals out of our community	7/3/2023 11:26 AM
733	reducing violent crime , not turning columbia into seattle or portland or austin	7/3/2023 11:23 AM
734	All of the community needs to be able to get behind the new chief, not just a vocal minority and the chief needs to be supported by the City and given the tools to succeed.	7/3/2023 11:08 AM
735	The current Citizens Police Review Board needs a stronger relationship with CPD and the Public. It has floundered in recent years and a new Police Chief could work closely with community leaders, Boards and Commissions leadership, and City Council to better empower that group in meaningful ways.	7/3/2023 10:51 AM

Q5 Do you live in the City of Columbia?

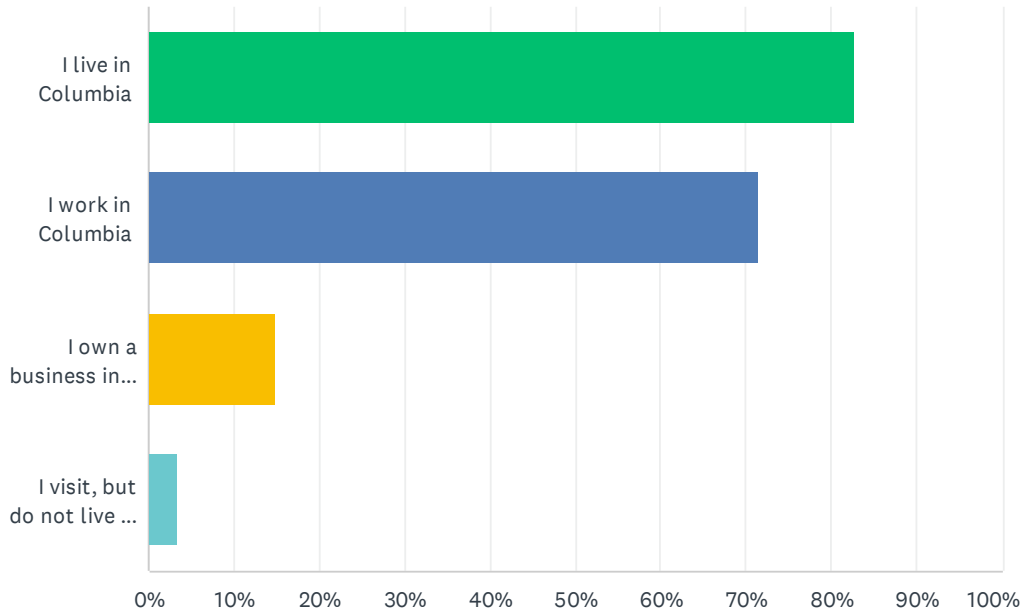
Answered: 1,040 Skipped: 8



ANSWER CHOICES	RESPONSES	
None of the above	1.63%	17
Yes	84.04%	874
No	14.33%	149
TOTAL		1,040

Q6 Please check the categories that best describe your relationship with the City of Columbia. (Select all that apply)

Answered: 1,043 Skipped: 5



ANSWER CHOICES	RESPONSES	
I live in Columbia	82.74%	863
I work in Columbia	71.43%	745
I own a business in Columbia	14.86%	155
I visit, but do not live or work in Columbia	3.45%	36
Total Respondents: 1,043		