

# TOWN OF BARNSTABLE

## Barnstable Police Chief Search Survey Results

2018



## EXECUTIVE SUMMARY

While conducting its search for the next Chief of Police, the Town of Barnstable conducted an on-line survey through Survey Monkey. The Barnstable Police Department is an integral part of our community, therefore Town Manager Mark Ells wanted to hear the community's thoughts on issues facing the Town and qualities and characteristics of the person selected to lead our Police Department.

A total of 277 people responded to the survey between February 23, 2018 and March 14, 2018. As many of the questions asked for multiple responses, totals resulted in more than 100%.

Results of the survey include:

### Leadership Qualities for the Next Chief of Police

- Over seven in ten respondents (75.27%) said that the quality they most seek in the next Chief of Police is to be **trustworthy and transparent**.
- Respondents also listed **practices fair and just policing** as their second highest rated quality (48.36%) followed by **holds employees accountable** (41.09%); **uses community-oriented policing** (26.55%); **develops meaningful solutions** (22.55%); and **accessible to the community** (22.18%).

### Qualifications Important for the Next Chief of Police

- 73.36% rated **experience working in law enforcement** as the number one qualification for the next Chief of Police.
- Respondents also listed **record of community involvement** (33.94%); **primary accountability for all Department actions** (30.66%); **track record of reducing crime** (29.93%); **crisis management experience** (28.10%); and **experience engaging diverse communities** (27.74%) as key qualifications.

### Top Three Priorities for the Next Chief of Police

- **Crime prevention and reduction** was the number one priority (62.91%).
- This was followed by **strengthening police-community partnerships and collaboration** (46.91%) and **drug and alcohol enforcement** (42.91%).
- Four additional priorities were listed as: **building positive relationships with young people** (31.27%); **police accountability** (28.36%); **neighborhood-based problem solving** (28.36%); and **gang prevention and intervention** (28.00%).

### Efforts Currently Underway

Respondents were asked what efforts that are currently underway in the Barnstable Police Department that they would like to see continued under the new Chief of Police. They responded:

- School Resource Officers/increase police presence in schools (N=28)
- Local community outreach/increase (Kids' Day/Unity Day) (N=25)
- Community Impact Unit/Homeless Outreach (N=18)
- Reduction of opioid use (N=13)
- Street Crime Unit (N=13)
- Community based substations (N=11)
- Engaging Youth (N=9)
- Citizens' Police Academy (N=8)

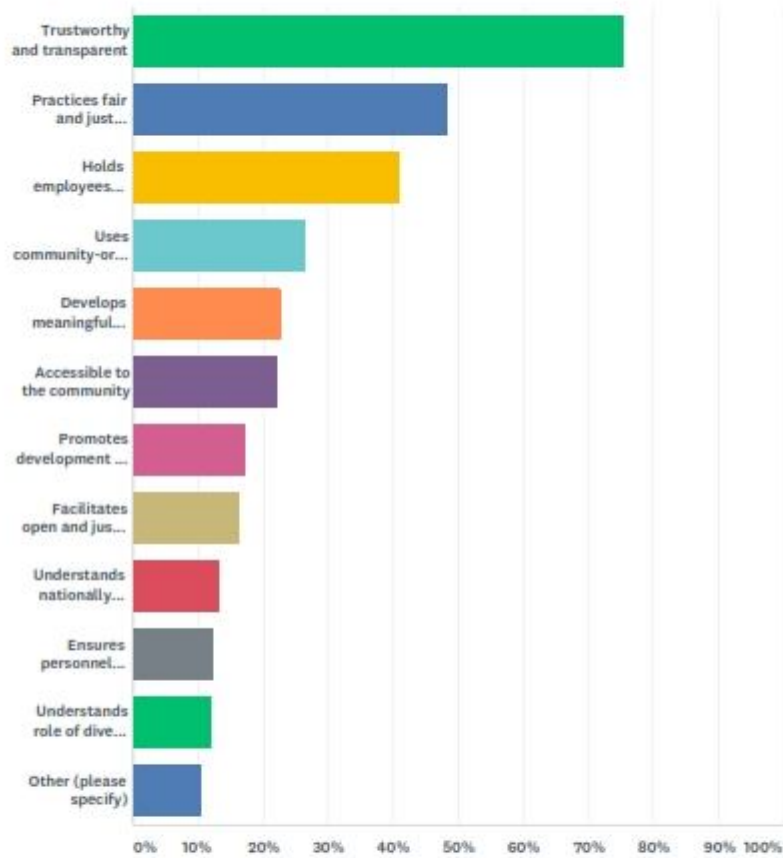
### New Initiatives

Respondents were asked what new initiatives they would like to be pursued in the Barnstable Police Department under the new Chief of Police. The top three results include:

- Enhanced school coverage
- Increased and Varied Trainings for personnel
- Increased communications / community opportunities
- Proactive in drug prevention/opioid crisis
- Educational opportunities for the community provided by the police dept in areas such as safety, crime prevention, and reduction

### Q1 What top three leadership qualities do you think are important for the Town of Barnstable's next Chief of Police?

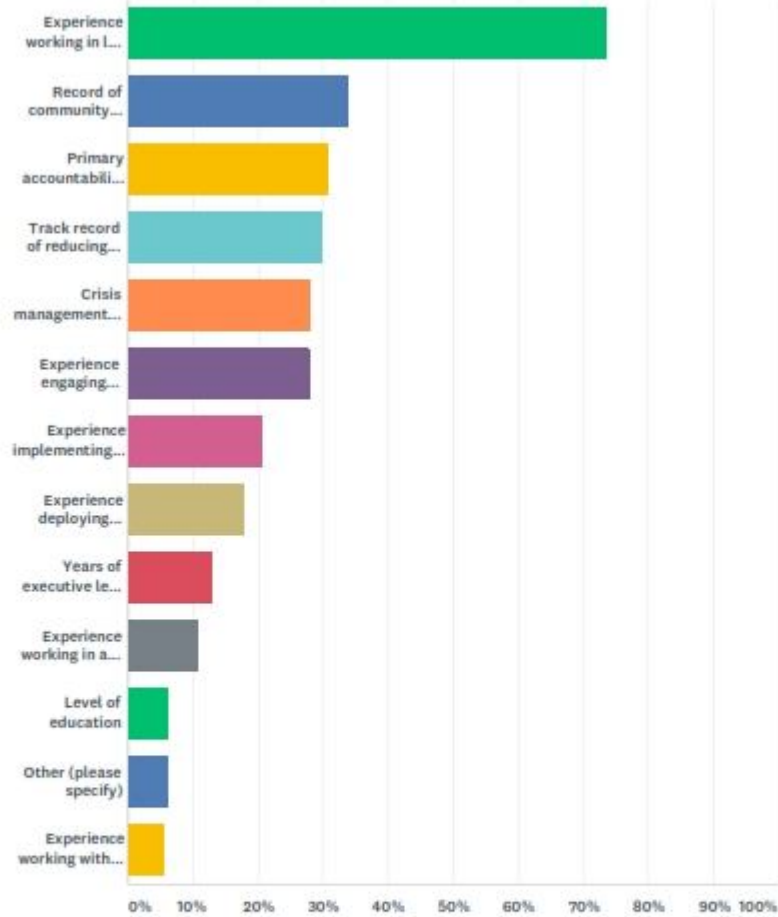
Answered: 275 Skipped: 2



ANSWER CHOICES	RESPONSES	
Trustworthy and transparent	75.27%	207
Practices fair and just policing	48.36%	133
Holds employees accountable	41.09%	113
Uses community-oriented policing	26.55%	73
Develops meaningful solutions	22.55%	62
Accessible to the community	22.18%	61
Promotes development of staff	17.09%	47
Facilitates open and just dialogue with all communities	16.36%	45
Understands nationally recognized policing practices	13.09%	36
Ensures personnel reflect the diverse communities they serve	12.36%	34
Understands role of diverse communities	12.00%	33
Other (please specify)	10.55%	29
<b>Total Respondents: 275</b>		

## Q2 What top three qualifications do you think are important for the Town of Barnstable's next Chief of Police?

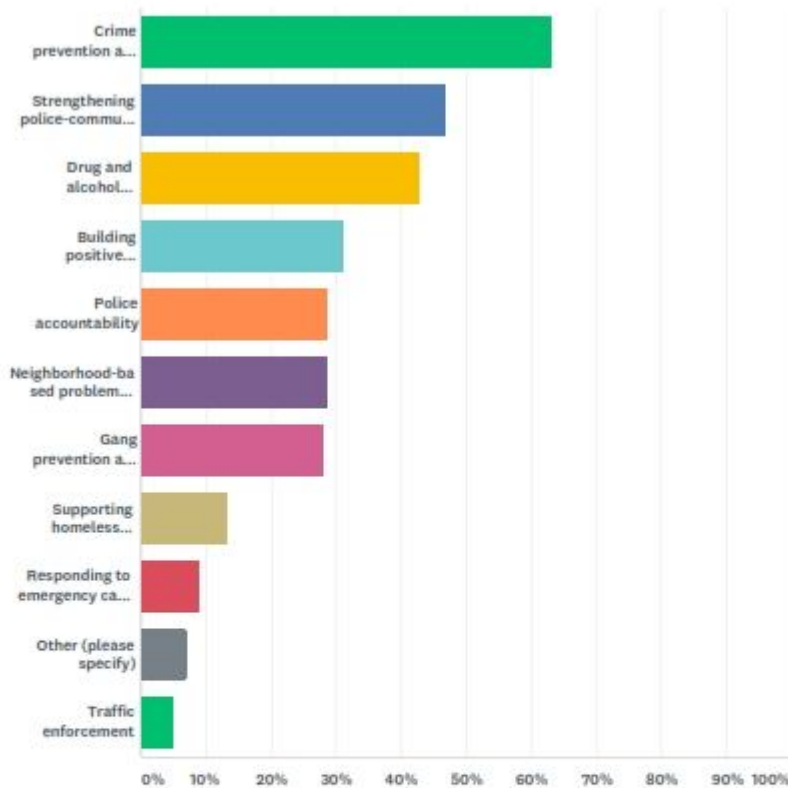
Answered: 274 Skipped: 3



ANSWER CHOICES	RESPONSES	
Experience working in law enforcement	73.36%	201
Record of community involvement	33.94%	93
Primary accountability for all Department actions	30.66%	84
Track record of reducing crime	29.93%	82
Crisis management experience	28.10%	77
Experience engaging diverse communities	27.74%	76
Experience implementing change	20.80%	57
Experience deploying innovation practices and technology	17.88%	49
Years of executive level experience	12.77%	35
Experience working in a large organization / government agency	10.58%	29
Level of education	6.20%	17
Other (please specify)	6.20%	17
Experience working with other jurisdictions	5.47%	15
Total Respondents: 274		

### Q3 What are the top three priorities for the Town of Barnstable's next Chief of Police?

Answered: 275 Skipped: 2



ANSWER CHOICES	RESPONSES	
Crime prevention and reduction	62.91%	173
Strengthening police-community partnerships and collaboration	46.91%	129
Drug and alcohol enforcement	42.91%	118
Building positive relationships with young people	31.27%	86
Police accountability	28.36%	78
Neighborhood-based problem solving	28.36%	78
Gang prevention and intervention	28.00%	77
Supporting homeless outreach efforts	13.09%	36
Responding to emergency calls for service	9.09%	25
Other (please specify)	6.91%	19
Traffic enforcement	4.73%	13
Total Respondents: 275		

### Q4 What efforts are currently underway in the Barnstable Police Department that you would like to see continued under the new Chief of Police?

Answered: 180 Skipped: 97

- School Resource Officers/increase police presence in schools (N=28)
- Local community outreach/increase (Kids' Day/Unity Day) (N=25)

- Community Impact Unit/Homeless Outreach (N=18)
- Reduction of opioid use (N=13)
- Street Crime Unit (N=13)
- Community based substations (N=11)
- Engaging Youth (N=9)
- Citizens' Police Academy (N=8)

Reducing<sub>Residents</sub> Villages<sub>Mass</sub> Community Involvement<sub>Taken</sub>

Efforts<sub>Not Aware</sub> Community Outreach<sub>Traffic</sub>

Homeless<sub>Chief</sub> School<sub>Sub Station</sub> Police<sub>Approach</sub>

Drug<sub>Transparency</sub> Continue<sub>Neighborhood</sub> Crime Unit<sub>Unknown</sub>

Barnstable<sub>Prevention</sub> Hyannis<sub>Volunteers</sub> Community Impact Unit

Q5 What new initiatives would you like to be pursued in the Barnstable Police Department under the new Chief of Police?

Answered: 188 Skipped: 89

- Enhanced school coverage
- Increased and Varied Trainings for personnel
- Increased communications / community opportunities
- Proactive in drug prevention/opioid crisis
- Educational opportunities for the community provided by the police dept in areas such as safety, crime prevention, and reduction

Meetings<sub>Investigations</sub> Youth<sub>Establish</sub> Continuing<sub>Equipment</sub> Illegal

Crime<sub>Law Enforcement</sub> School<sub>Improve</sub> Community

Villages<sub>Police</sub> Opiate<sub>Drug</sub> Marijuana<sub>Training</sub> Centerville

Transparency<sub>Gun</sub> Traffic<sub>Known</sub> Approach<sub>Place</sub> Opioid Crisis

Q6 Is there anything else that the Town of Barnstable should consider when selecting the next Chief of Police?

Answered: 180 Skipped: 97

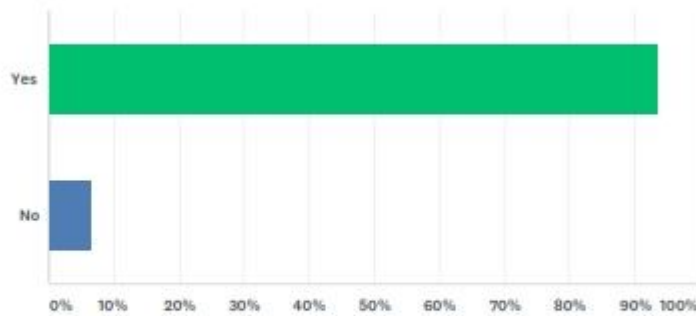
- Community connector

- Experience
- Transparency
- Increased communications / community opportunities

BPD<sub>Trust</sub> Public<sub>Heart</sub> Select<sub>Dealers</sub> Look<sub>Reducing Crime</sub> Candidate  
 Integrity Experience<sub>Serving</sub> Community<sub>Political</sub>  
 Chief<sub>Communication Skills</sub> Police<sub>Civil Service</sub> Town<sub>Fellow</sub>  
 Officers Hire<sub>Degree</sub> Respect<sub>Tough</sub> Promote Fair

Q7 Are you a resident of the Town of Barnstable? (optional)

Answered: 259 Skipped: 16

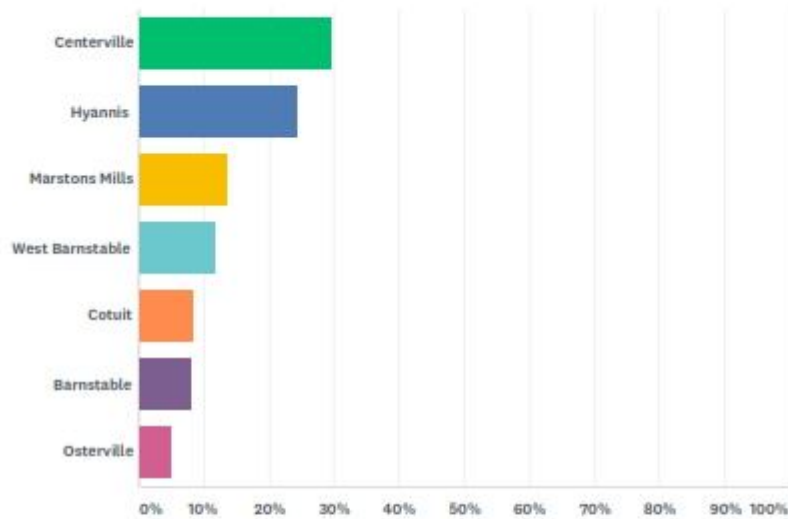


ANSWER CHOICES	RESPONSES	
Yes	93.44%	242
No	6.56%	17
Total Respondents: 259		



**Q8 If you answered yes to Q7, which village? (optional) If you answered no, please go to Q9.**

Answered: 240 Skipped: 37



ANSWER CHOICES	RESPONSES	
Centerville	29.58%	71
Hyannis	24.17%	58
Marstons Mills	13.33%	32
West Barnstable	11.67%	28
Cotuit	8.33%	20
Barnstable	7.92%	19
Osterville	5.00%	12
<b>TOTAL</b>		<b>240</b>

**Q9 Please provide your zip code (optional):**

Answered: 225 Skipped: 52

02632 (Centerville)	64	02672 (West Hyannisport)	2
02601 (Hyannis)	51	02664 (South Yarmouth)	2
02668 (West Barnstable)	26	02637 (Cummaquid)	1
02648 (Marstons Mills)	24	02644 (Forestdale)	1
02635 (Cotuit)	20	02645 (Harwich)	1
02630 (Barnstable)	14	02675 (Yarmouthport)	1
02655 (Osterville)	10	02537 (East Sandwich)	1
02649 (Mashpee)	3	02574 (Forestdale)	1
02647 (Hyannisport)	2	01507 (Charlton)	1

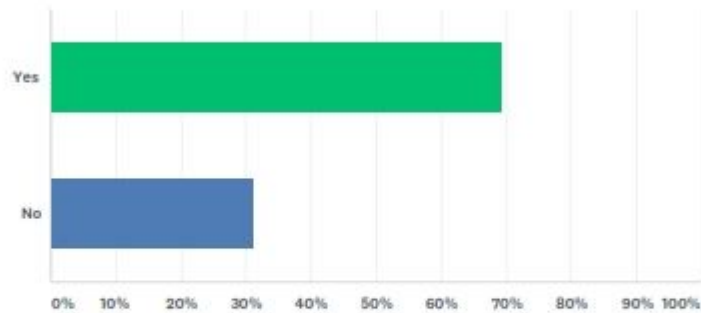
### Q10 How many years have you lived in the Town of Barnstable? (optional)

Answered: 241 Skipped: 36

Under one year	1	1-5 years	24
6-10 years	18	11-15 years	18
16-20 years	28	21-25 years	28
21-25 years	21	26-30 years	32
31-35 years	19	36-40 years	14
41-45 years	19	46-50 years	11
51-55 years	10	56-60 years	8
61-65 years	5	66-70 years	3
71-75 years	2		

### Q11 Do you work within the Town of Barnstable? (optional)

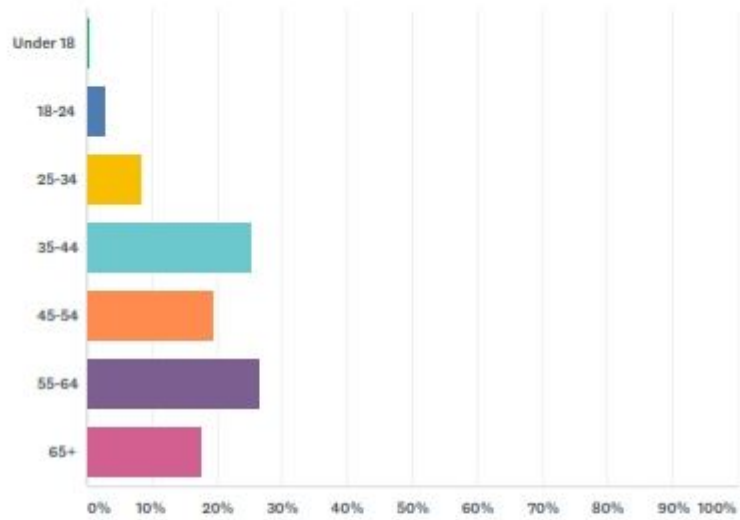
Answered: 256 Skipped: 21



ANSWER CHOICES	RESPONSES
Yes	69.14% 177
No	30.86% 79
Total Respondents: 256	

## Q12 Which of the following best describes your age? (optional)

Answered: 267 Skipped: 10



ANSWER CHOICES	RESPONSES	
Under 18	0.37%	1
18-24	2.62%	7
25-34	8.24%	22
35-44	25.09%	67
45-54	19.48%	52
55-64	26.59%	71
65+	17.60%	47
<b>TOTAL</b>		<b>267</b>