City of Boise

Chief of Police Search

Community Survey Results
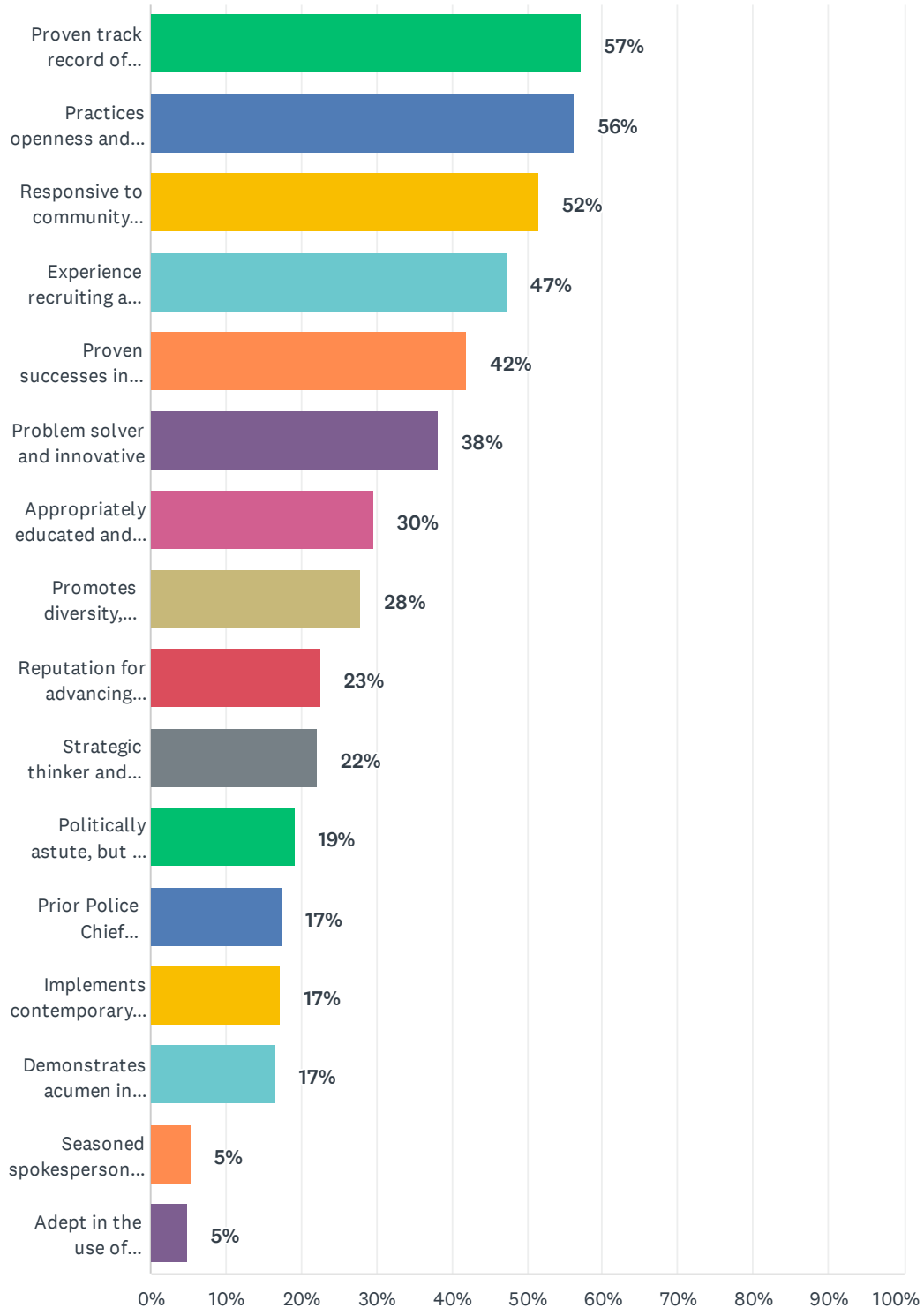**April 30th, 2024**

1,549 Respones

Public Sector Search & Consulting, Inc.

Rocklin, CA

Strengthening Communities with Next Generation Leadership

Q1 Although all of these QUALIFICATIONS are important, please select the five (5) QUALIFICATIONS you think are the most important when selecting the next Chief of Police for the City of Boise. (Select up to five (5))
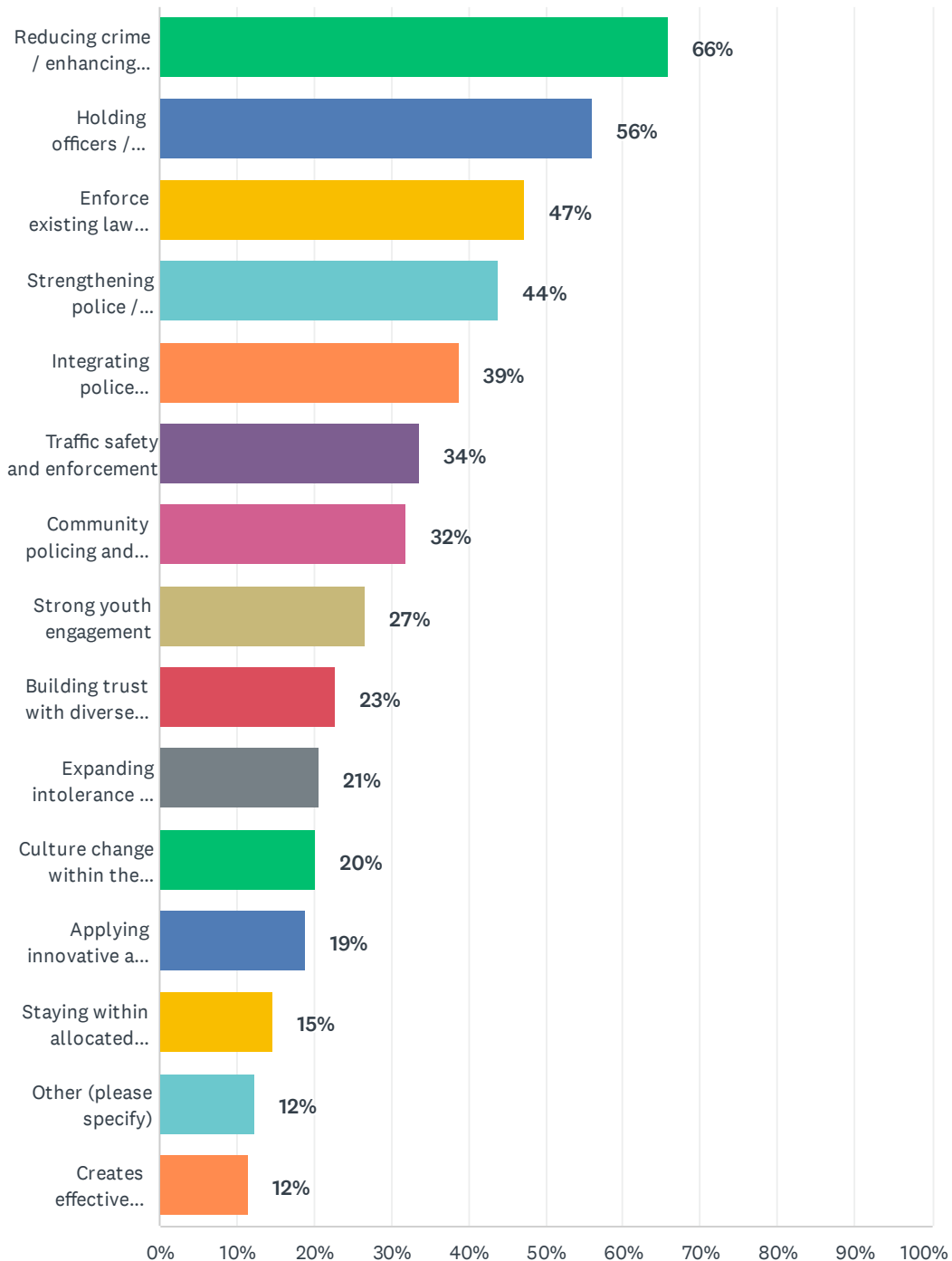
Answered: 1,549   Skipped: 0

Qualification	Percentage
Proven track record of…	57%
Practices openness and…	56%
Responsive to community…	52%
Experience recruiting a…	47%
Proven successes in…	42%
Problem solver and innovative	38%
Appropriately educated and…	30%
Promotes diversity,…	28%
Reputation for advancing…	23%
Strategic thinker and…	22%
Politically astute, but …	19%
Prior Police Chief…	17%
Implements contemporary…	17%
Demonstrates acumen in…	17%
Seasoned spokesperson…	5%
Adept in the use of…	5%

City of Boise - Chief of Police - Community Input Survey

ANSWER CHOICES	RESPONSES	
Proven track record of reducing crime and enhancing public safety	57%	884
Practices openness and transparency	56%	873
Responsive to community concerns	52%	799
Experience recruiting and retaining quality personnel	47%	732
Proven successes in building community trust	42%	649
Problem solver and innovative	38%	592
Appropriately educated and continuous learner	30%	460
Promotes diversity, equity and inclusion	28%	434
Reputation for advancing Community Oriented Policing	23%	350
Strategic thinker and successful change agent	22%	345
Politically astute, but not political	19%	298
Prior Police Chief experience	17%	271
Implements contemporary and innovative policing practices	17%	269
Demonstrates acumen in budgeting and financial management	17%	256
Seasoned spokesperson in public relations, media and news	5%	84
Adept in the use of technology and social media	5%	75
Total Respondents: 1,549		

Q2 The new Police Chief will need to balance competing PRIORITIES as the Boise 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 new police chief. (Select up to five (5))
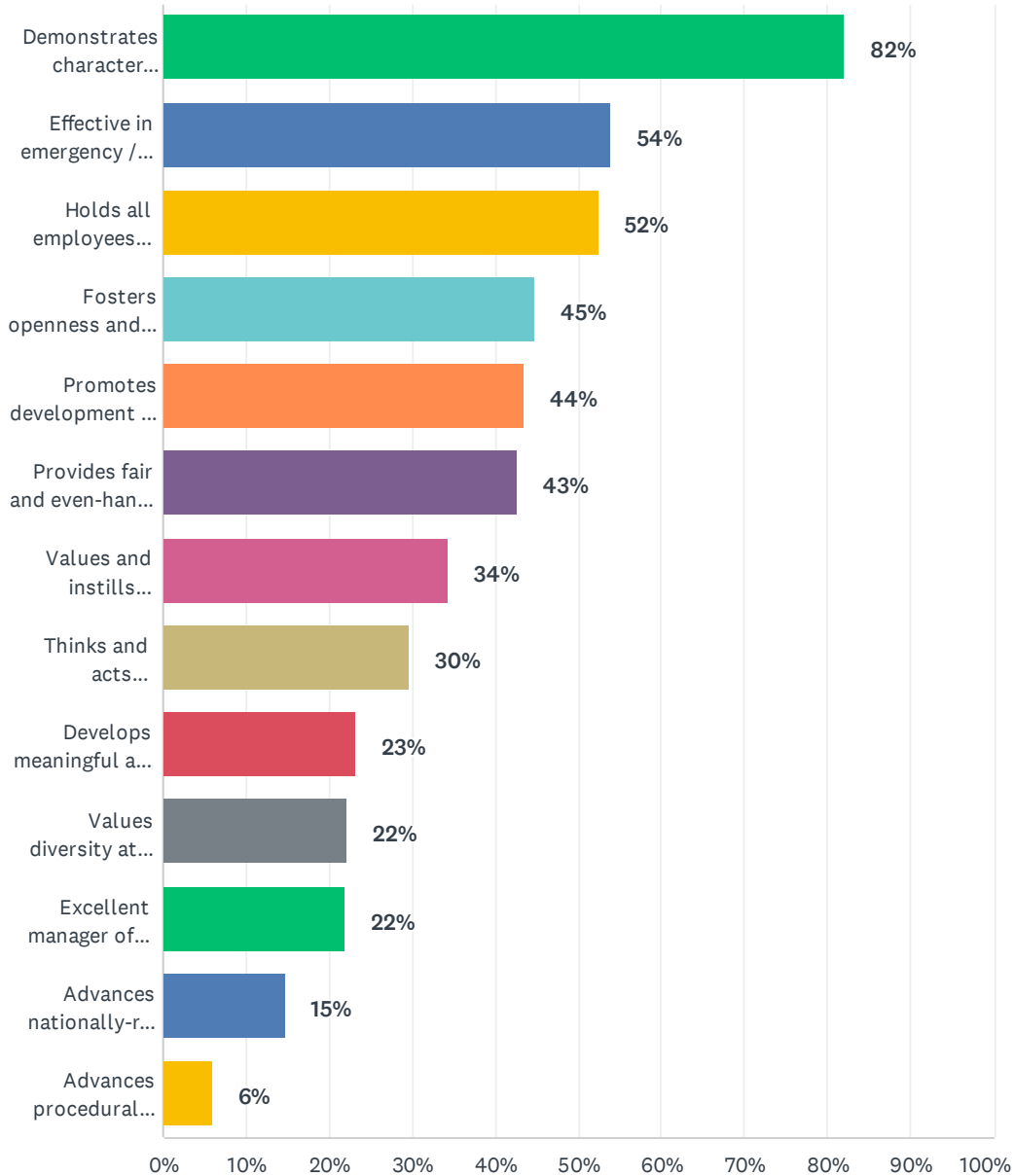
Answered: 1,549   Skipped: 0

Priority	Percentage
Reducing crime / enhancing…	66%
Holding officers /…	56%
Enforce existing law…	47%
Strengthening police /…	44%
Integrating police…	39%
Traffic safety and enforcement	34%
Community policing and…	32%
Strong youth engagement	27%
Building trust with diverse…	23%
Expanding intolerance …	21%
Culture change within the…	20%
Applying innovative a…	19%
Staying within allocated…	15%
Other (please specify)	12%
Creates effective…	12%

ANSWER CHOICES	RESPONSES	
Reducing crime / enhancing public safety	66%	1,019
Holding officers / staff accountable	56%	867
Enforce existing laws and ordinances	47%	734
Strengthening police / community partnerships	44%	680
Integrating police responses with social service professionals for persons experiencing mental health challenges	39%	602
Traffic safety and enforcement	34%	521
Community policing and problem solving	32%	496
Strong youth engagement	27%	412
Building trust with diverse stakeholders in the community	23%	353
Expanding intolerance and implicit bias training	21%	322
Culture change within the department	20%	313
Applying innovative and progressive policing practices	19%	294
Staying within allocated budget	15%	229
Other (please specify)	12%	192
Creates effective public / private partnerships	12%	180
Total Respondents: 1,549		

From the "Other" responses to Question 2, the community members highlighted various priorities they wish the new police chief to focus on:

1. **Upholding the Constitution (9%)** - Emphasizing the need for the police force to strictly adhere to constitutional principles without compromise.
2. **Reducing Crime (19%)** - Many responses pointed out the necessity of focusing on crime reduction and maintaining public order as top priorities.
3. **Community and Youth Engagement (16%)** - A notable portion of the community expressed a desire for better engagement strategies, especially with the youth and in terms of behavioral health.
4. **Improving Traffic and Public Safety (14%)** - Respondents highlighted traffic issues and general public safety as critical areas needing attention.
5. **Accountability and Integrity (15%)** - There was a strong call for holding all officers and staff accountable, with zero tolerance for misconduct.
6. **Rejection of Political Influence (14%)** - Many comments reflected a concern over political influence in policing, with a strong preference for a politically neutral chief.
7. **Other Specific Priorities (13%)** - These included a mix of various other concerns such as effective management, transparency, and community-oriented policing.

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 (5))

Answered: 1,549   Skipped: 0

Quality	Percent
Demonstrates character...	82%
Effective in emergency /...	54%
Holds all employees...	52%
Fosters openness and...	45%
Promotes development ...	44%
Provides fair and even-han...	43%
Values and instills...	34%
Thinks and acts...	30%
Develops meaningful a...	23%
Values diversity at...	22%
Excellent manager of...	22%
Advances nationally-r...	15%
Advances procedural...	6%

City of Boise - Chief of Police - Community Input Survey

ANSWER CHOICES	RESPONSES	
Demonstrates character (Honesty, high integrity, and ethics)	82%	1,272
Effective in emergency / crisis management	54%	834
Holds all employees accountable	52%	811
Fosters openness and transparency	45%	695
Promotes development of staff, training and succession planning	44%	674
Provides fair and even-handed decision making	43%	662
Values and instills positive community relations	34%	531
Thinks and acts strategically	30%	460
Develops meaningful and inclusive solutions to community problems	23%	361
Values diversity at all levels	22%	343
Excellent manager of resources	22%	339
Advances nationally-recognized best practices in policing	15%	228
Advances procedural justice practices	6%	92
Total Respondents: 1,549		

Q4 While the appointment of a Police Chief rests with the mayor, the values and needs of our community are a critical part of this decision. Is there anything else you would like the mayor to consider when making this appointment?

Answered: 1,131   Skipped: 418

For Question 4, here are the four general themes summarized from the free-form text responses:

1. **Enforcement of Laws Without Political Influence (30%)** - The highest concern was for a chief who enforces laws impartially, without political interference.
2. **Community Engagement and Reform (25%)** - Significant emphasis was placed on the need for the chief to engage the community and focus on reforms over punitive measures advocating for a policing approach that focuses more on correcting and preventing undesirable behaviors through community engagement, education, and systemic changes rather than solely relying on punishment.
   a) Community Policing: Engaging with community members to build trust and cooperation, which can help prevent crime and resolve local issues collaboratively.
   b) De-escalation Training: Providing officers with training to handle potentially volatile situations calmly and without excessive force to reduce the likelihood of violence.
   c) Mental Health Support: Integrating mental health professionals into the police response for incidents involving individuals in crisis, aiming to provide appropriate care instead of immediate penal actions.
   d) Restorative Justice Programs: Implementing programs that focus on the rehabilitation of offenders through reconciliation with victims and the community, which can help repair harm and reduce recidivism.

3. **Rejection of DEI Initiatives (20%)** - There was notable opposition to diversity, equity, and inclusion initiatives, with preferences for traditional policing methods.
4. **Desire for a Locally Experienced Chief (25%)** - Many respondents highlighted the importance of hiring a chief with local experience or significant understanding of local community dynamics.
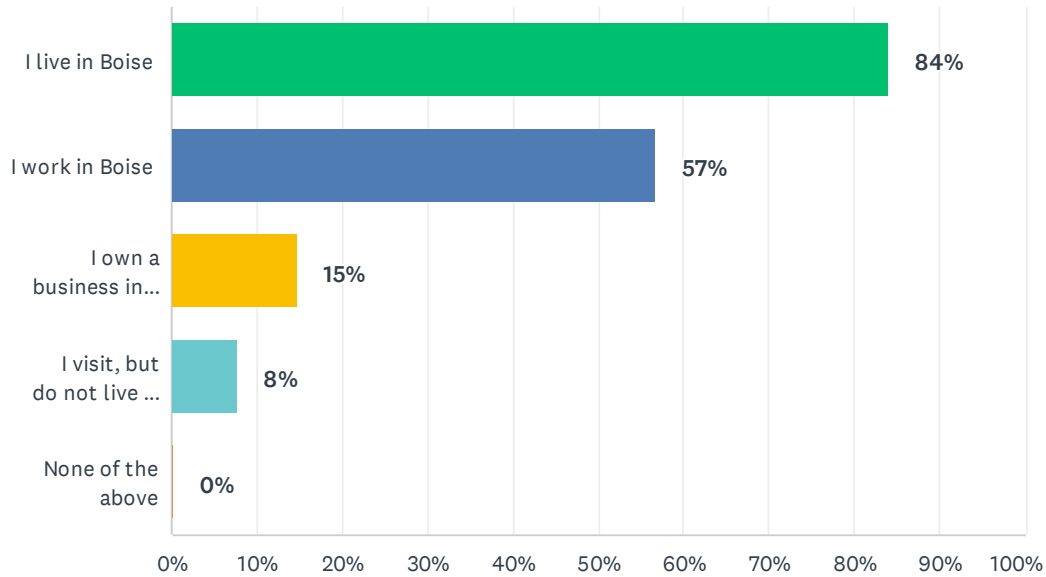
Q5 Do you live in the City of Boise?

Answered: 1,544   Skipped: 5
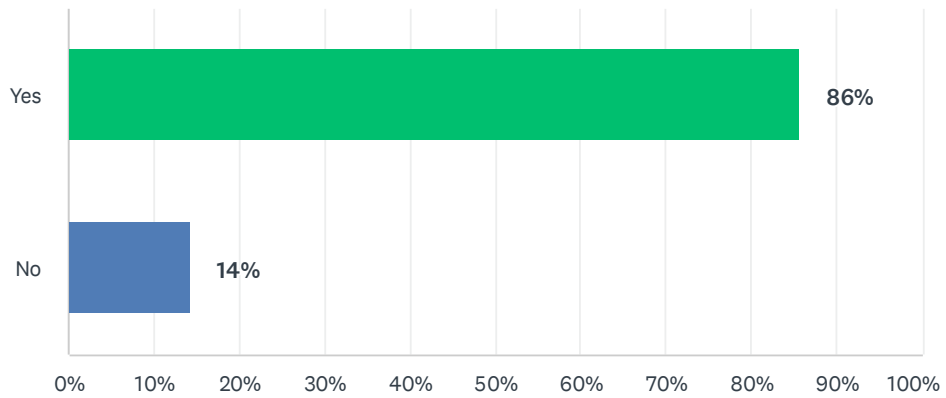
ANSWER CHOICES	RESPONSES	
Yes	86%	1,322
No	14%	222
TOTAL		1,544

Q6 Please check the categories that best describe your relationship with the City of Boise. (Select all that apply)
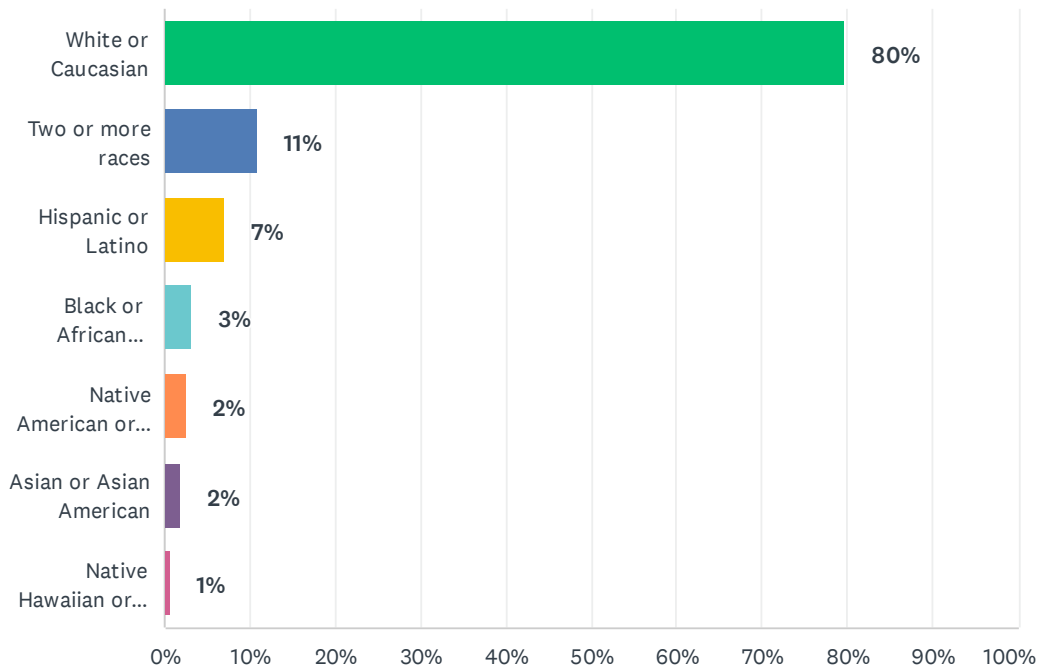
Answered: 1,542   Skipped: 7

ANSWER CHOICES	RESPONSES	
I live in Boise	84%	1,295
I work in Boise	57%	875
I own a business in Boise	15%	226
I visit, but do not live or work in Boise	8%	119
None of the above	0%	4
Total Respondents: 1,542		

Q7 Race or EthnicityPlease specify.

Answered: 1,454   Skipped: 95

ANSWER CHOICES	RESPONSES	
White or Caucasian	80%	1,161
Two or more races	11%	159
Hispanic or Latino	7%	101
Black or African American	3%	46
Native American or Alaska Native	2%	36
Asian or Asian American	2%	29
Native Hawaiian or other Pacific Islander	1%	9
Total Respondents: 1,454		

Q8 What is your gender?

Answered: 1,490   Skipped: 59
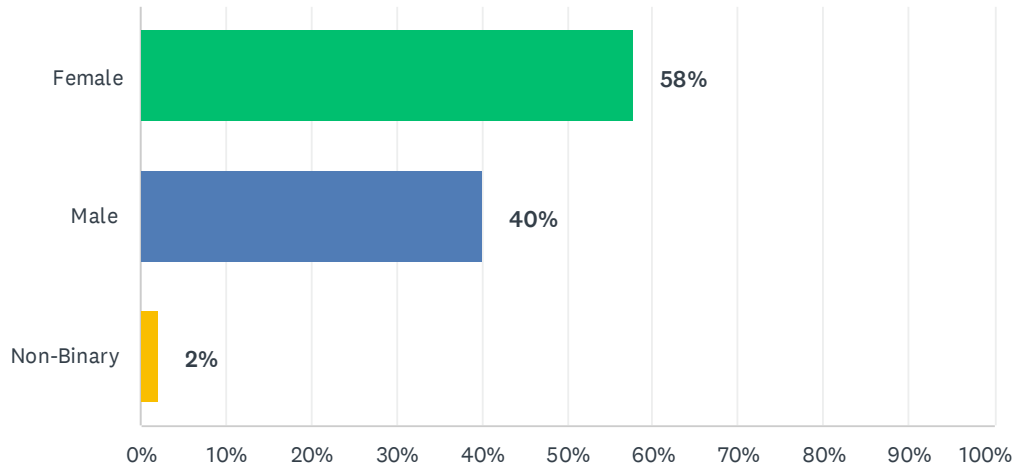
ANSWER CHOICES	RESPONSES	
Female	58%	862
Male	40%	597
Non-Binary	2%	33
Total Respondents: 1,490		