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Chief Of Police PRINCE GEORGE'S COUNTY MARYLAND

COMMUNITY SURVEY RESULTS

SEPTEMBER 9, 2020

Table of Contents

Executive Summary..... **3**

Question 1..... **4**

Question 2..... **5**

Question 3..... **7**

Question 4..... **8**

Question 5..... **10**

Question 6..... **11**

Question 7..... **12**

Question 8..... **13**



Prince George's County Chief of Police Recruitment Survey

Background

For the past several years, law enforcement across the United States has faced immense scrutiny. As such, it is imperative that police executives (i.e., Police Chiefs) possess the appropriate experience and leadership qualities that will allow them to effectively serve the residents of their community. POLIHIRE was contracted to lead the search for Prince George's County's next Police Chief. In order to involve the community in the search process, POLIHIRE developed a survey that would allow residents of Prince George's County to provide feedback. Insights from the survey will inform the Chief of Police selection process.

Methodology

With the intention of reaching as many residents as possible, the survey was distributed, in both English and Spanish, via website postings, social media and email. Residents from across the county were invited to participate in this survey. The survey was open for response collection from July 14, 2020 until August 31, 2020. There were eight questions on the survey, with two questions being voluntary and one question being qualitative in nature. Participants were given the option to voluntarily submit their racial/ethnic background and email address. Their email address may be used to communicate with them further regarding the search.

In total, 3,546 residents of Prince George's County completed the survey. Compared to their shares of the population in the county (according to the county health department), Asian and Hispanic respondents were underrepresented in the survey (2% vs. 4% and 6% vs. 20%, respectively). Black and white respondents were somewhat overrepresented in the survey (70% vs. 64% and 23% vs. 17%, respectively).

Key Insights

Police-community relations is top-of-mind for residents of Prince George's County and a common thread connecting what they see as the most important public-safety issue to their ideas about what type of background the next Police Chief should have:

- *Trust, engagement, and personal connections* between police and the community were the most pressing public safety issues, outweighing concerns over drugs and gangs by a factor of four. Less than one third of respondents are satisfied with current Police-Community relations.
- *Building and maintaining community relationships* was the #1-ranked type of experience respondents believe the new police chief should bring to the job. Accountability for the actions of the department, a commitment to the highest professional and ethical standards, and a demonstrated concern for the community were the top leadership qualities described by respondents.



Question #1

Please provide the zip code of your residence or place of business.

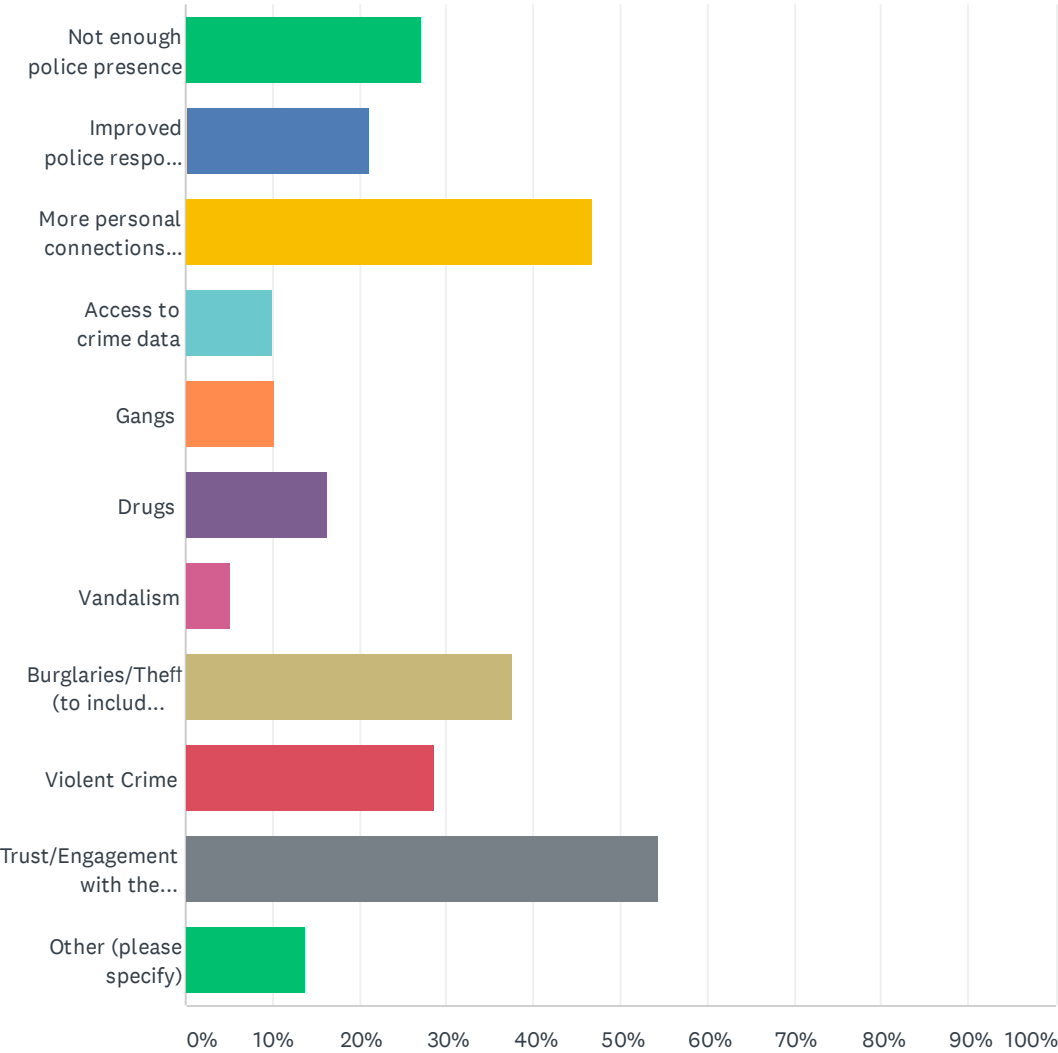
There are 35 zip codes in Prince George's County. Responses were received from all but two of the zip codes. The two zip codes with no responses were: Andrews AFB and College Park (the campus of The University of Maryland at College Park). Due to the COVID-19 pandemic, the college campus was closed during the administration of the survey, which explains the absence of responses from that zip code.



Question #2

What do you consider the most important public safety issues in Prince George’s County? (You may select up to 3).

Answered: 3,546 Skipped: 0

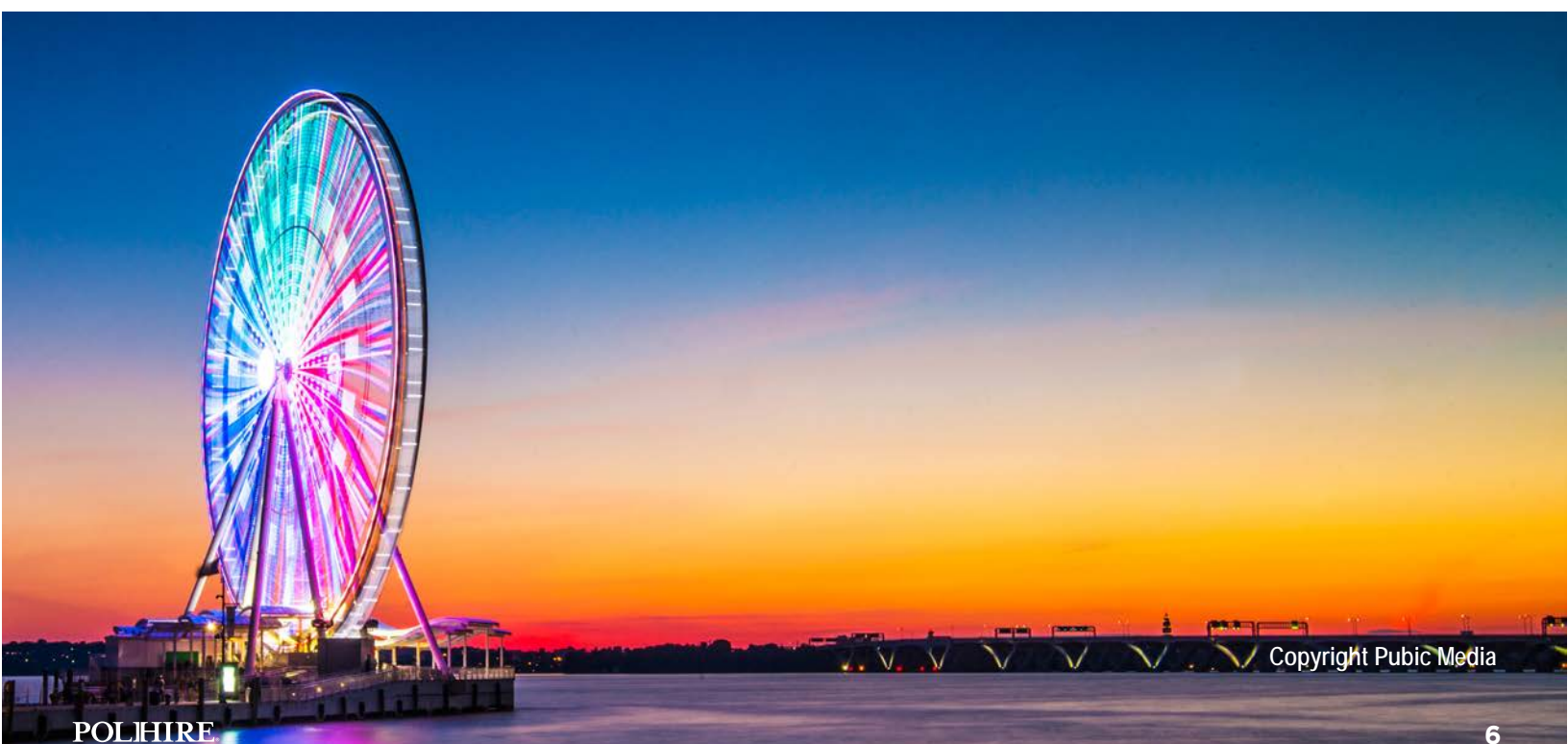


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ANSWER CHOICES	RESPONSES	
Not enough police presence	27.30%	968
Improved police response times	21.12%	749
More personal connections with police officers serving my neighborhood	46.81%	1,660
Access to crime data	10.07%	357
Gangs	10.32%	366
Drugs	16.36%	580
Vandalism	5.16%	183
Burglaries/Theft (to include car break-ins)	37.76%	1,339
Violent Crime	28.74%	1,019
Trust/Engagement with the community	54.40%	1,929
Other (please specify)	13.90%	493
Total Respondents: 3,546		

The top three issues selected were:

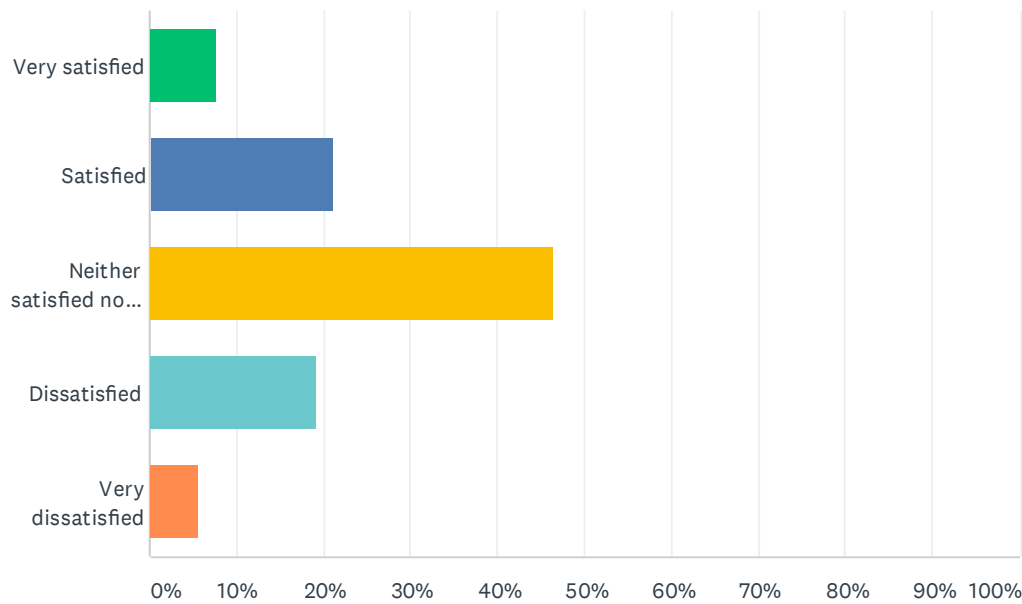
- 1) Trust/Engagement with the community: selected by 1,929 respondents (54.40%)
- 2) More personal connections with police officers serving my neighborhood: selected by 1,660 respondents (46.81%)
- 3) Burglaries/Theft (to include car break-ins): selected by 1,339 respondents (37.76%)



Question #3

To what extent are you satisfied with the relationship between the police and the Prince George’s community?

Answered: 3,538 Skipped: 8



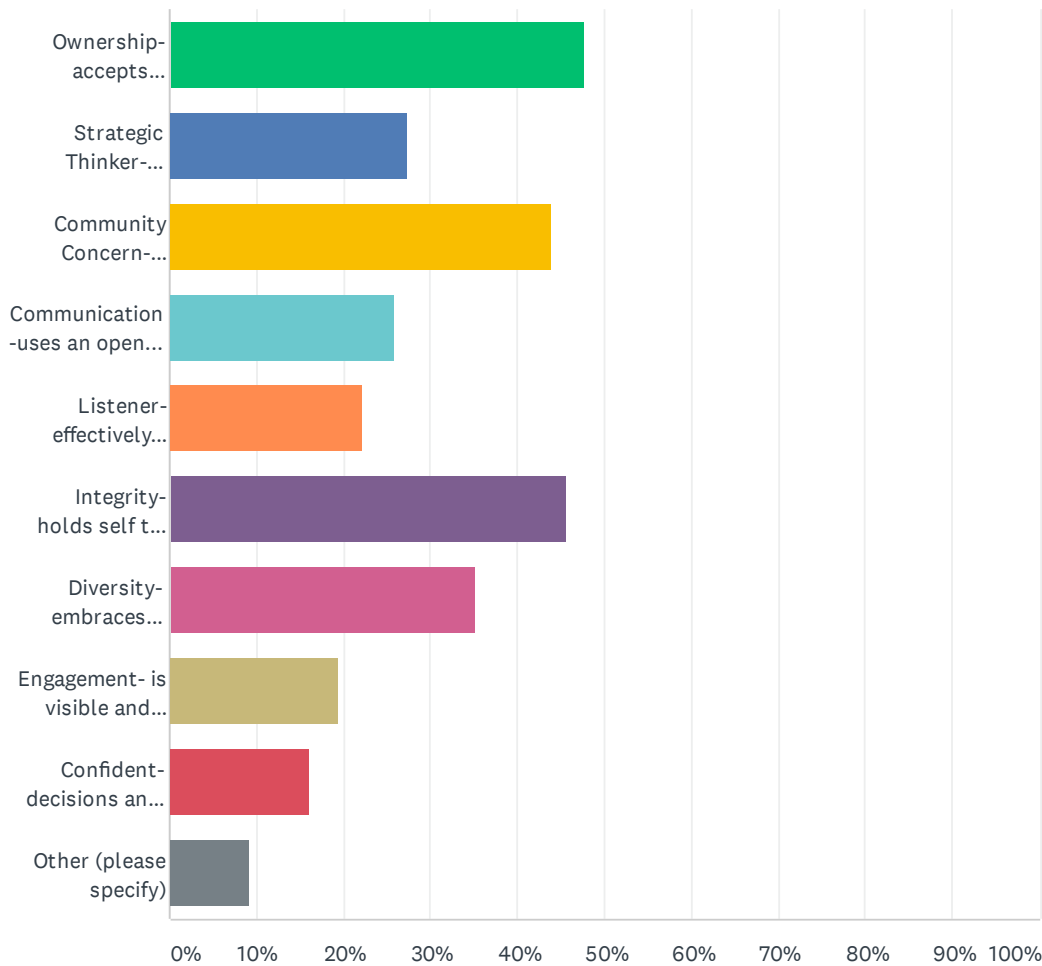
ANSWER CHOICES	RESPONSES	
Very satisfied	7.66%	271
Satisfied	21.11%	747
Neither satisfied nor dissatisfied	46.35%	1,640
Dissatisfied	19.16%	678
Very dissatisfied	5.71%	202
TOTAL		3,538

46.35% respondents indicated that they were neither satisfied nor dissatisfied. 28.77% of the respondents indicated that they were satisfied or very satisfied, and 24.87% of the respondents indicated that they were dissatisfied or very dissatisfied.

Question #4

What leadership qualities should Prince George's County's new police chief possess? (You may select up to 3 responses.)

Answered: 3,546 Skipped: 0



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ANSWER CHOICES	RESPONSES	
Ownership- accepts accountability for the department and its actions	47.72%	1,692
Strategic Thinker- possesses a clear vision and mission for the department	27.35%	970
Community Concern- demonstrates a sincere concern for residents, visitors and businesses	43.99%	1,560
Communication- uses an open, transparent and straightforward communication style	25.94%	920
Listener- effectively listens and is actively seeking to understand diverse perspectives	22.11%	784
Integrity- holds self to the highest standard of professionalism and ethics	45.54%	1,615
Diversity- embraces diversity in the workforce and community	35.08%	1,244
Engagement- is visible and active in the community	19.51%	692
Confident- decisions and actions inspire confidence in the community in both routine and emergency situations	16.16%	573
Other (please specify)	9.25%	328
Total Respondents: 3,546		

The top three leadership qualities selected were:

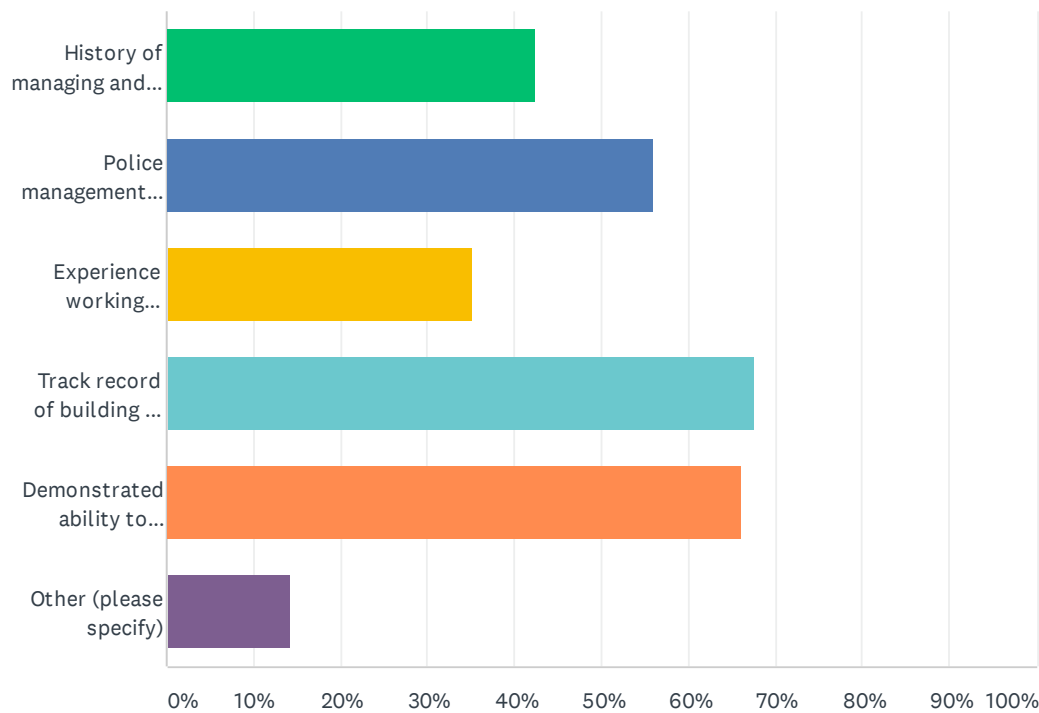
- 1.) Ownership – accepts accountability for the department and its actions: selected by 1,692 respondents (47.72%)
- 2.) Integrity – holds self to the highest standard of professionalism and ethics: selected by 1,615 respondents (45.54%)
- 3.) Community Concern – demonstrates a sincere concern for residents, visitors, and businesses: selected by 1,560 respondents (43.99%)



Question #5

What type of experience should the new police chief have?
(You may select up to 3 responses.)

Answered: 3,546 Skipped: 0



ANSWER CHOICES	RESPONSES	
History of managing and leading a wide range of police services	42.39%	1,503
Police management (command) experience in a city or county similar in size to Prince George's County	56.03%	1,987
Experience working effectively with other law enforcement agencies and communities	35.14%	1,246
Track record of building and maintaining community relationships	67.51%	2,394
Demonstrated ability to develop and implement practical and innovative solutions	66.07%	2,343
Other (please specify)	14.21%	504
Total Respondents: 3,546		

The top three types of experience identified were:

- 1.) Track record of building and maintaining community relationships: selected by 2,394 respondents (67.51%)
- 2.) Demonstrated ability to develop and implement practical and innovative solutions: selected by 2,343 respondents (66.07%)
- 3.) Police management (command) experience in a city or county similar in size to Prince George's County: selected by 1,987 respondents (56.03%)

Question #6

What one piece of advice would you like to give the next chief?

2,980 respondents provided qualitative feedback. A sample of the feedback includes:

"Don't continue to allow the department to act in a way that alienates the police from the community including not holding officers accountable for acts of police brutality and/or police shootings."

"I live in a Senior Apartment and would like to see more police presence, we're old and like to think that we're protected and safe. Thank you!"

"She or he should, admit mistakes, hold officers accountable, organize community town halls, and accept and implement practical recommendations suggested by the community during those town halls."

"Create an environment where subordinates respect but do not fear you. Do not retaliate against or create a culture of ostracizing those who may expose wrong-doing or who may speak up for themselves in terms of advancement. Create promotion practices that exhibit fairness to all. Everyone has put their life on the line and deserve equal consideration."

"Be fair and transparent in terms of actions taking in an official capacity. Take responsibility for errs of judgment. Fix failed policies and integrate with the community. Hire a diverse staff, don't fear the community, and be fair when creating and implementing procedures and practices pertaining to enforcement."

"Love this community as you love yourself, your family, and this country. We are ALL human beings worthy of respect and dignity. It is possible to enforce law and love, and it is pertinent they coexist."

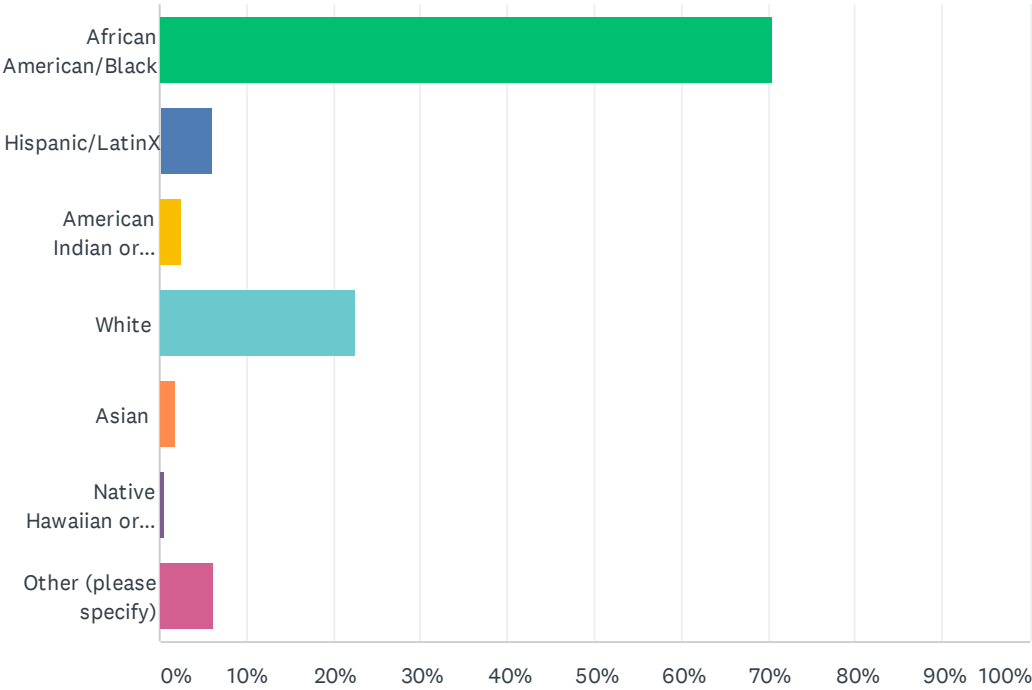
"Live in community so you know first hand of the community; be active in community...you're our first line of protection."

"To the next chief of police, Congratulations on being selected. If there is one piece of advice I could give you is to have an open-door policy for your officers. A lot of the frustration, anger, stress and anxiety needs to be addressed. If truth be told, racism does exist; however, is that the driving force behind beating and killing someone? It is my belief that officers (whether good or bad) need a way to relieve stress and unwind between and at the end of their shifts. As a Wellness Advocate, I like to recommend some suggestions: 1) Create a therapeutic sensory room in each police station so when they come off the street -- especially if they just shot someone -- they can calm down. The only room that I am aware of right now is located in Bowie. I believe it should be more of these rooms in every city for officers (if they don't want to use it within the police station) and residents. 2) Create a "How Are You Feeling?" Questionnaire Sheet that each officer completes upon returning back from the street. If not doing okay, then offer immediate counsel whether online or send them to a counseling office. 3) Aromatherapy - Essential Oils. After a tough, long day in the streets, wouldn't it be nice to come back to a nice, smelling office with calming scents? There are plenty of calming scents like Lavender, Ylang Ylang, Bergamot, Sweet Orange, etc. that doesn't smell perfumy and like a woman, but these scents (used in a diffuser) brings calmness in an environment. Well, I hope my advice is helpful. I wish you well in your new appointment and will be praying for you, your officers, and the community at large. Please extend my thanks to County Executive Angela Alsobrooks for allowing us to participate. She is doing a great job thus far and I'm sure you will like your new boss."

Question #7

Voluntary Demographic Information: What is your Race/ Ethnicity? (Choose all that Apply)

Answered: 3,306 Skipped: 240



ANSWER CHOICES	RESPONSES	
African American/Black	70.42%	2,328
Hispanic/LatinX	6.08%	201
American Indian or Alaska Native	2.57%	85
White	22.69%	750
Asian	1.88%	62
Native Hawaiian or other Pacific Islander	0.60%	20
Other (please specify)	6.29%	208
Total Respondents: 3,306		

African Americans/Blacks comprised the largest demographic of respondents who completed the survey and voluntarily submitted their race/ethnicity. (2,328)

Question #8

Voluntary: If you are open to possibly receiving further communication, please provide an email address where we may reach you. (Please note that this is voluntary.)

1,534 respondents submitted their email address.



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