

1. Opening:

- A. What is your philosophy of law enforcement/policing in our community?

2. Allocation of Resources/Budget:

- B. How does your allocation of resources reflect your philosophy?
- C. What is the total agency's budget and what per cent of the county/city budget?
- D. Other than the salaries and benefits for employees, what are the areas in your agency where you allocate the most dollars?
- E. Do legal/liability issues impact your budget? If yes, how?
- F. How are budget needs communicated to the community? Is the community encouraged to offer public input during the budget process?

3. Backgrounding/Recruiting/Hiring:

- G. What are your Recruiting/Hiring/Staffing priorities?
- H. Is your agency sufficiently staffed?
- I. What resources do you use to recruit and identify potential applicants? Is it difficult to find applicants?
- J. What are you doing to ensure that your staff reflects the diversity of our community?

4. Education/Training:

- K. What extra training (if any) do you require for your officers above and beyond the state mandated standards?
- L. When it comes to continuing education, what areas of training are you most concerned that your officers receive?
- M. What physical fitness standards do you enforce for your officers?
- N. What kind of remedial training do you offer (if needed)?
- O. Which other government or non-governmental agencies do you work with regularly?

5. Community/Outreach:

- P. Are your agency's policies and procedures available for review by the community? If yes, how can the public access them? If not, why not?
- Q. Does your department have a data collection system for tracking and recording race and ethnic patterns, domestic violence calls, and/or mental health crises?
- R. Do you have any citizen review or oversight over your agency's actions?
- S. What kind of community outreach does your agency do?
 - 1. Do you conduct interactive programs with your community? (e.g., Citizens' Academy, Ride-Alongs, Open Houses, Volunteers)
 - 2. Are officers required to connect people in crises with services?
 - 3. How do you communicate with the citizens you serve?
 - 4. What kinds of information do you communicate to the community regularly?