



## **Carrollton Police Officer' Association**

### **Candidate Questions**

### **Dr. Andrew Palacios**

Below are a list of questions that the Carrollton Police Officers' Association (CPOA) believes your answers will be important for both the citizens of Carrollton and the CPOA's membership to know.

**1. What do you bring to the table that qualifies you to be a member of the Carrollton City Council? I bring a fresh perspective.**

As the current Mayor Pro Tem, my focus during my time on the council has been on supporting and advancing the core business and essential services of the city, like the Carrollton Police Department. I humbly ask for your vote and support, and I look forward to serving our community for another term on the Carrollton City Council.

I am thrilled to be running for re-election to the at-large Place 4 seat on the Carrollton City Council.

- As the most senior council member, I have a wealth of experience, stability, and practical knowledge to draw upon.
- My unwavering commitment to making our community an ideal place for families and businesses to thrive is reflected in my focus on essential city services and infrastructure, with a particular emphasis on the safety and security of our community and the interests of our Carrollton police officers.
- My record of support for the Carrollton Police Department is unwavering, and I have consistently expressed this support through my voting record and on-the-record comments. As a committed member of our community, I have volunteered with Carrollton Citizen on Patrol, participated in the Carrollton Citizens' Police Academy, and supported the interests of our police officers.

I am confident that my extensive experience, commitment, and passion for serving our community make me an effective leader on the Carrollton City Council. My advanced

degrees in STEM and Doctorate in Educational Leadership, as well as my experience as a public high school principal, have provided me with specific skills and knowledge that are highly relevant to the role of council member. I am dedicated to advocating for the interests of all departments, including our Carrollton police officers and supporting their ongoing efforts to keep our community safe, while also working collaboratively with other council members to achieve our shared goals.

**2. List and briefly explain your top three priorities for the City of Carrollton, and how you plan to accomplish these priorities.**

As Mayor Pro Tem and a member of the Carrollton City Council, my priorities are:

- Reduce property taxes
- Prioritize essential services, such as public safety through police and fire protection
- Reinvest in our city's infrastructure.

Regarding public safety, my voting record shows my commitment to allocating resources to the Carrollton Police Department and officers, providing them with the necessary tools to keep our community safe. I am committed to exploring new ways to enhance public safety, such as hiring for the +20 police officer vacancies, improving communication, and cultivating a positive culture. Accountability and trust are key to maintaining culture.

Regarding taxes, my voting record shows that I prioritize reducing property taxes. Regarding infrastructure, I will continue to advocate for the allocation of resources to infrastructure projects that align with the core basics of our city's business, like streets and alleys.

By prioritizing public safety, economic growth, and infrastructure reinvestment, I am confident that we can continue to make Carrollton a community that families and businesses want to call home.

**3. Considering that the City of Carrollton has almost been built out and is land locked, how do you plan on managing and increasing the abilities of the Police Department to safely and efficiently service the citizens of Carrollton ?**

I believe that building trust with the Carrollton Police Department is essential for effective public safety management. Therefore, I'm committed to promote public safety and enhance the capabilities of our police department, which includes the internal building of department staffing and recruitment. I have always supported the police department and voted to allocate resources to provide them with the necessary tools to keep our community safe. Moving forward, I will continue to work toward enhancing the police department's ability to serve our citizens effectively and efficiently. This includes

ensuring open communication, promoting mental health initiatives, and preventing politics from getting in the way of what the police department needs. As such, I believe that police should not be defunded.

I would like to express my gratitude and appreciation for the hard work and dedication of our police officers and first responders. As a public servant, I fully support them in carrying out their duties. I believe that supporting our officers goes beyond just words, which is why my voting record reflects my commitment to providing adequate funding for comprehensive and intensive physical and academic training programs both in the classroom and on the field. Additionally, I strongly advocate for the funding of proper mental health care and the encouragement of our officers to seek such care when needed.

**4. What are your thoughts on the types of crimes that should be aggressively investigated and what crimes should the Carrollton Police Department not be proactive in confronting?**

Drawing from my experience with the Carrollton Citizens Police Academy and conversations with various police officers over the years, including at UNIDOS events, I believe that the Carrollton Police Department's proactive approach to policing has been highly effective in maintaining a lower crime rate in our city compared to national and neighboring city trends. By focusing on warrant arrests, drug-related offenses, and the recovery of firearms, the department is actively addressing some of the most pressing crime issues and upholding the rule of law.

I believe it is crucial for law enforcement to prioritize the investigation of violent crimes and those that have a significant impact on public safety.

- This includes crimes such as homicides, aggravated assaults, sexual assaults, and robberies.
- Additionally, addressing property crimes like theft, vandalism, and catalytic converter thefts is essential to protecting individual property rights and maintaining a sense of security in the Carrollton community.

While it is important to address all forms of crime, it is essential for the Council to provide direction where applicable to allocate resources strategically, ensuring that law-abiding citizens can enjoy a safe and orderly environment.

- Therefore, I will continue to advocate that resources be prioritized for the investigation of crimes that pose a greater threat to the community.
- Even minor infractions or misdemeanors should not be overlooked, as upholding the rule of law at all levels is crucial for preserving social order.

I believe that the Council should provide support and resources where applicable in the police department's efforts to hire new officers and collaboration with neighboring cities, DART, and other governmental entities to address homelessness.

- 5. Do you believe that 2 police officers per 1000 citizens should be the standard that you would like to set to staff the Carrollton Police Department? If not, what should be the staffing level?**

To address the question, I would consult with the Police Chief and his executive team, leveraging my strong working relationship with the Carrollton Police Department's leadership. I believe it is crucial to align with Council Goals like culture and employee empowerment and our strategies should include ensuring our police officers have the necessary resources to exemplify our Council vision, attract and retain a diverse and motivated team, and invest in our police officer's professional development. Together, we would focus on addressing the most pressing crimes currently affecting our citizens and adapt our strategies based on the community's evolving needs.

- 6. In light of the above question, do you believe that City Management, the Police Chief, and the CPOA need to work together and select an outside organization that can conduct a full staffing study that will consider call volume, call duration, investigative needs, community involvement, relief factors, training requirements and other factors to determine what the staffing level should be?**

I want to express my wholehearted support for our dedicated police force and I am more than willing to listen to the requests and insights of the Police Chief and his executive team regarding an outside entity conducting a full staffing study, as I believe that fostering a strong working relationship and open communication is crucial.

- 7. What would be your strategy to recruit in a very competitive job market? Not only in the competitive field of Law Enforcement, but also in the highly challenging North Texas market? What standards, if any, would you support lowering to obtain more applications?**

I understand the difficulties we face in attracting top talent. I acknowledge all the challenges mentioned in the question and agree that it's crucial to address them effectively.

My approach would involve seeking more information from the Police Department to better understand the current recruitment landscape. I have always been supportive of our police officers and city employees as evidenced by my voting record on raises, compensation plan adjustments, and benefits. I firmly believe that we, as a city, should strive to be competitive in terms of pay and benefits to attract and retain the best candidates.

In terms of potentially lowering any standards to obtain more applications, I would defer to the expertise of the Police Chief and his executive staff. I trust their recommendations and evaluations on determining the minimum qualifications for positions, including entry-level positions.

- 8. Do you support holding city management, at all levels, accountable for the cities' recruitment and retention issues, employee morale challenges and equipment difficulties?**

I wholeheartedly believe in the importance of accountability. As a strong advocate for our police force, I understand that addressing issues effectively requires open communication and a commitment to finding solutions together. I stand by the principle of holding management accountable, as it ultimately ensures a thriving and safe community for our residents while providing our dedicated officers with the support they deserve.

- 9. How often do you believe the City Manager should meet with the CPOA? Should there only be meetings when issues come up, or should there be an open dialogue between them?**

I believe in friendly and open dialogue between them. While I wouldn't want to dictate a specific meeting schedule, I think it's important to maintain flexibility and be responsive to each other's needs. When issues arise or adjustments need to be made, both parties should come together and take a collaborative approach to addressing the challenges at hand, always keeping the best interests of our community and our police force at the forefront.

- 10. Is there anything else that you would like to tell us that would be important for us to consider for an endorsement?**

I am truly grateful for the opportunity to share my thoughts and experiences with you. As a candidate, I want to emphasize my unwavering commitment to the safety and security of our community, and my steadfast support for the Carrollton Police Department. As a proud parent raising two children in this community, I personally rely on and appreciate the hard work and dedication of our police officers. I approach each of these questions with heartfelt sincerity, utmost respect, and a deep appreciation for the sacrifices our law enforcement officers make every day. My dedication to fostering open communication and collaboration is essential for our community's success and for supporting the needs of our police force. I humbly ask for your endorsement, and I am confident that my experience, passion, and commitment make me the ideal candidate to continue working alongside our brave officers and serving our community effectively. Thank you for considering my candidacy.