



Carrollton Police Officer' Association

Candidate Questions

Daisy Palomo

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?

Several factors have prepared me and have qualified me to run for Carrollton City Council. First, being a wife and mother to 7 amazing kids while being both a small business owner and holding corporate level positions has uniquely qualified me. My upbringing in a very humble Oak Cliff, being the first in my family to graduate from college and earning a master's degree in finance, has prepared me for this position. I made the decision to run for City Council together with my family. After much prayer and consideration, the choice was clear. I learned firsthand how effective a good, involved City Council can be in the city of Carrollton. Although I have been serving my community for several years now, I am running for this municipal office to better serve all the residents of Carrollton and to inspire our next generation to get involved in civic engagement.

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

My top three priorities are promoting public safety, addressing infrastructure needs and lowering property taxes. I plan to engage with my new colleagues on council to make decisions that advance our city. I intend to find time with our city manager and city staff to immerse myself with the affairs of our city. I would act collectively with all of council to make sure this is addressed in a timely manner.

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?

Just because we are landlocked, doesn't mean we will stop growing. We currently have a shortage of officers here in Carrollton and the city needs to allocate additional funds to attract and retain more police officers. The safety of our first responders is paramount for me so I would also ensure that funding is allocated for mental health as well as the latest equipment to serve everyone efficiently. Furthermore, as our city grows, the interactions between our Police Department and our residents is very critical. Community policing programs like UNIDOS and Coffee with A Cop should continue so that we can promote and build these positive relationships.

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?**

We should address and thoroughly investigate all crime in an effort to assist and protect all residents. I understand some crimes are more serious and require more resources in which these should be addressed accordingly by CPD, but there should never be any indication that our city doesn't pursue "less important" types of crimes. This opens the door for the criminal element and that's not the impression we want to give.

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?**

In a city as large as ours, I believe that the national average of 2 officers per 1000 citizens is a good staffing level to maintain. We have the great advantage of a solid group of Citizens on Patrol who alleviate thousands of hours of administrative and traffic policing activities. Although they do not replace our police officers, they do free up the time so they can attend to more pressing issues and can be more effective.

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 take into account call volume, call duration, investigative needs, community involvement, relief factors, training requirements and other factors to determine what the staffing level should be?**

A full staffing study would be a great way to determine where we are and exactly where we need to be. This is also a great way to collaborate with City Management to identify the need for additional resources.

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 would not support lowering any standards for recruiting. Carrollton offers so much, and I feel people want to come work here. A good marketing campaign, and an attractive compensation plan would be a great way to attract good solid talent. I would also propose a longevity graduated bonus plan in place of a sign-on bonus to not only recruit but just as important retain great talent.

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 believe everyone should be held accountable, from City council to city management. Yes, I support holding City Management accountable to all the issues that are a result of their decisions. As a council member I will ask the hard questions and seek for total understanding of how decisions are ultimately made. Public Safety is my top priority and there's a reason that the biggest part of the city's budget is allocated to it.

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?

There should always be open and consistent dialogue between the City Manager and the CPOA because so much of this relationship sets the tone for the entire police department. There needs to be a balance and mutual respect. This is the only way to work through the issues mentioned in the above question.

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

Yes, I recently received the endorsement of the Carrollton Fire Fighter's Association because I am wholeheartedly in support of our first responders. My top priority is and always will be Public Safety. I believe our police officers have a vital role in the prosperity and advancement of our city and I will always advocate for them.