

2020 Officer Evaluations – Police Chief  
7 Responses (some questions were skipped)  
January 11, 2021

1. Were your questions addressed promptly?

[REDACTED]  
b. Comments [REDACTED]

There have been a couple instances where there wasn't an opportunity to ask questions about a police department endeavor before it was implemented. I feel that sometimes council is kept in the dark until the very last second.

[REDACTED]  
2. Were your questions addressed professionally?

[REDACTED]  
b. 1 responded no

[REDACTED]  
d. I get the sense that when I ask for clarification it's not welcome, that I am micromanaging or that he is defensive.

3. Did the interaction satisfy you that this officer is professional, informed and employs good customer service skills?

[REDACTED]  
b. 3 responded no

c. I feel that sometimes Chief Pohlman tells me what I want to hear but keeps back information that I may not be happy about. I feel like I'm only given the bare minimum of information and nothing more.

[REDACTED]  
e. This has been a trying year but I feel Roger could have at times talked more to people. Not answer his phone and emails is not a good way to handle people.

[REDACTED]  
4. Have you received written or oral reports from the City Clerk either in a City Council meeting, a Personnel Committee meeting, or an Ad-Hoc Committee meeting?

[REDACTED]

[REDACTED]

5. If yes, was the report well written, clean and organized, and did it provide adequate information on the subject?

[REDACTED] but do not include any more information than is absolutely necessary.

[REDACTED]

- d. I have figured out the longer the report the more the information is one sided to what he wants and not necessarily what the council or what is best for the city.

[REDACTED] On occasion they have not provided the alternative.  
[REDACTED]

6. If yes, did the report offer alternatives that assisted the Council/committee with reaching consensus?

[REDACTED]

- b. 3 responded no
- c. I feel as though a lot of items regarding the police department are put off until the last minute before they are added to the agenda. Public safety is the largest part of our budget and deserves more time and consideration.
- d. To many times we get the information Roger wants the council to know and not the whole story.
- e. Not always

7. If yes, if information was received from the officer in a presentation, was the presentation appropriate in content, tone, and length?

[REDACTED]

- c. As stated before the reports can be very long and pointed but recently (after some complaints of long report's) they're shorter but still pointed to Rogers agenda.
- d. Yes and No. His tone is sometimes defensive or challenging

[REDACTED]

8. Are you satisfied with this officer's interaction with the public as they represent city policy and enforce city regulations?

[REDACTED]  
b. 4 responded no

[REDACTED] he majority of the feedback I received was not favorable.

d. Roger does not always return calls and emails that has been a problem for both him and the council. Roger needs to call or return emails even if it's just to say they need to contact the mayor or council it is very unprofessional especially in his profession.

[REDACTED] he has not demonstrated in his actions that he has heard the concerns of council or the public. He seems steadfast in his position that his department is perfect.

9. Do you trust and respect the officer?

[REDACTED]  
b. 4 responded no

10. If you do not trust and/or respect the officer, please explain.

a. See previous comments. Chief Pohlman seems to prioritize what's good for the police department over the needs of our community.

b. [REDACTED] do not trust him.

c. [REDACTED] when asked questions Roger is almost always immediately defensive. There have been clear requests for improved communication and instances where he said he would provide information or statements but he has made decisions on his own. For example, he created his own process for appointing members to the Advisory Team, at other times he missed opportunities to work with HR on communication within and also outside of his department. [REDACTED]

[REDACTED] his same negative attitude toward council or towards the advisory team. I think this is a failure in leadership. He doesn't have to like something council says, but once it's been decided he should get behind it, and help his department accomplish the task. [REDACTED]

[REDACTED] He has projected my lack of respect to him as a lack of respect to his department or employees or profession and that is a

failure of leadership.

. He has also publicly challenged the work being done in the advisory team

So even in the face of a professional the city has hired, and after individual conversations to address those concerns, he continued to believe and share that what he believed was correct. By not embracing the work the council has deemed important and based on community and professional input, that attitude has trickled into his department.

As an effective leader he has missed the opportunity to validate their concerns but also advocate for the value of the Advisory Team. (for example, he may not see the value in it, but the council has laid it out, and that's the message he should be getting behind, but instead he publicly and I sense from what I've seen from him in meetings and conversations and from his department staff within his department is that he hasn't been able to get behind the value of it and in fact keeps up his own line,

- d. he has lost the trust of other council members who have had more interactions with him than myself have expressed a lot of frustration to me regarding their interactions with him which has made me wary.

11. On a scale of 1-5, please give your overall rating to this Officer's performance.

d. 2 Below Expectations

e. 1 Needs Improvement