

Addison Police Association
Mayoral/ City Council Candidate Questionnaire 2022 —
answered for 2026



Candidate Name: Darren Gardner

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1. If you are elected/ reelected, what are your top three (3) priorities for your term?

First, maintaining and strengthening Addison's high level of public safety by ensuring our police department has the people, training, equipment, and facilities needed to perform at a high level.

Second, focusing aggressively on high-quality economic development and redevelopment. Addison is built out, and our ability to fund public safety, infrastructure, and services depends on continuing to attract strong businesses and reinvest in aging properties.

Third, maintaining financial discipline and accountability so we can continue investing in critical services like public safety without placing unnecessary burden on taxpayers.

2. What priority are the Addison Police Officers to you?

Addison Police Officers are a top priority.

Public safety is foundational, and it is directly supported by a strong economic base. The better we perform on economic development, the better we can support our officers with competitive compensation, modern facilities, and the resources they need to do their jobs effectively.

At the same time, I believe in maintaining a culture of high performance. Addison has built a reputation for professionalism and excellence, and it is important that we continue to attract, develop, and retain top performers. We should expect and support high performance and create an environment where top performers want to stay and build their careers. That comes from strong leadership, clear expectations, accountability, and a positive culture where people can do their best work.

My focus is to ensure our officers have everything they need to perform at a high level and build long-term careers in Addison.

3. What do you see as the biggest issue/ problem the Town of Addison currently faces? How would you address it if elected/ reelected?

The biggest issue facing Addison is staying competitive through strong economic development and redevelopment.

As a built-out community, we do not grow through expansion. We grow by reinvesting in what we already have. If we are not proactive, areas will decline, and that decline will directly impact our economic base and our ability to fund public safety at the level our residents expect.

My approach is to be highly intentional about attracting strong businesses, redeveloping aging properties, and raising standards across the Town, while working closely with police leadership to ensure our resources, staffing, and planning stay ahead of demand.

4. The definition of procedural justice is “the idea of fairness in the processes that resolve disputes and allocate resources”. With regards to this, how do you feel Addison Police Officers are performing?

Addison Police Officers are performing at a very high level.

We have a strong culture of professionalism, accountability, and respect for the community. Procedural justice, including fairness, consistency, and transparency, is critical to maintaining trust, and I believe our department reflects those values in how officers serve residents, businesses, and visitors.

Like any high-performing organization, there should always be a focus on continuous improvement, training, and accountability, but overall Addison sets a strong standard.

5. In July of 2017, Addison City Council amended their employee compensation philosophy to say “to remain competitive with other metroplex cities in regards to the Town’s compensation program by paying employees better than the average of our comparison cities”. Do you support this employee compensation philosophy? Why do you feel that way?

Yes, I support that compensation philosophy.

To attract and retain high-quality officers, Addison needs to remain competitive and ideally ahead of the market. The recent step program and pay adjustments were important moves to address that and align us more closely with surrounding agencies.

At the same time, compensation should continue to reinforce performance, accountability, and high standards. We should expect and support high performance while also recognizing experience and staying competitive.

6. Do you support annual market “pulse checks” to ensure we are following the adopted compensation philosophy?

Yes. Regular pulse checks are important to ensure we remain competitive and do not fall behind the market. Staying proactive on compensation helps with both recruitment and retention.

7. Historically, the Addison Police Department has seen experienced, well trained police officers leave to work for other cities. One of the main reasons they cited for leaving the department is pay relative to neighboring cities. Many of those cities have adjusted pay increases based on time or service. Addison currently does not and continues to use solely a merit-based compensation approach. Would you be open discussing a transition for public safety pay to include time in service considerations for pay?

Yes, and we have implemented that approach.

The step program we adopted was an important move to improve competitiveness and align with what officers are looking for. It also helped address long-standing pay concerns.

At the same time, it is not an entitlement system. It still reinforces performance, accountability, and high standards. That balance, recognizing both experience and performance, is the right approach to support recruitment, retention, and a strong culture.

8. The Addison Police station located at 4799 Airport Pkwy is now nearly 39 years old and is deteriorating at a rapid pace. To ensure Addison is keeping its "*Gold Standard*" reputation, what steps can be taken to address our aging infrastructure and is this a priority to you?

Yes, this is a priority.

Facilities directly impact performance, safety, morale, and retention, and the current facility is outdated and no longer aligned with the needs of today's department.

I support ensuring our officers have the space, resources, and environment they need to perform at a high level. That includes addressing the condition of the current facility and planning appropriately for repair, expansion, or replacement over time.

My focus is to make sure we are making the right long-term decisions so our police department can continue operating at the standard Addison expects.

Signature: _____