

*Community Input Meeting Notes*  
For the Police Chief Recruitment  
West Valley Branch Library, Community Room –  
Wednesday, September 1, 2010

*On August 12, 2010, the City Manager announced the three part Police Chief Recruitment outreach strategy: (1) Citywide Community Meetings (2) Police Department Workforce and Labor; and (3) Targeted Stakeholder Outreach. The following is a summary of the comments from the fourth Community Input Meeting for the Police Chief recruitment held on September 1, 2010 at 6:00pm at the West Valley Branch Library, Community Room, 1243 San Tomas Aquino Road, San Jose, CA 95117. The summary is compiled from the facilitator's notes that were captured on flip chart paper during the public meeting. It is not a verbatim account of all discussions that occurred at the public meeting.*

Meeting opened at 6:05 pm

City Manager Debra Figone opened the meeting to welcome attendees, provided an overview of the process and Community outreach strategy and introduced the evening's facilitator Dr. Shawn Spano. Dr. Spano informed attendees the purpose of the meeting, announced the various ways that the Community can submit input (attendance at Community meetings, email recruiter and fill out online survey) and introduced the Executive Recruiter, Teri Black-Brann. Ms. Black-Brann gave a short presentation regarding the recruitment timeline and made herself available for questions throughout the meeting. Dr. Spano introduced the five questions and lead a facilitated discussion on each of the questions. Ms. Figone and Ms. Black-Brann were observing the group's dialogue.

**Question/Comment #1: What are the most important issues that you would like the new Police Chief to address?**

- Eliminate gangs and school violence
- Eliminate tactical programs
- Implement strategic programs to eliminate violence
- Community Policing—effective strategy is colorblind. Officers should be attending Community meetings, maintain neighborhood watch groups, coordinating with Community Centers
- Work with POA on budget, pension infringement. Look at 6 month shift rotations and extend to 1 year rotations to improve relationships
- Issue with mandatory arbitration—what is the candidate's position? Commitment to transparency. Look at MOUs
- Police transparency with Police records. Risk adverse mentality has to change
- Healthy interagency relationships, sharing information within jurisdictions (e.g. School Districts)
- Include youth in gathering input about PD issues—utilize SJ Youth Commission
- Decrease drug use in schools—becoming aware
- Target drug dealers at schools
- Focus on profit motive in the drug movement
- Safety of citizens
- Need to educate Community on how to appropriately react to Police—need to attend to both Police and Community safety
- Change department culture in a way that does not cause a relationship strain with Rank and File and Civil Rights groups
- Ensure residents can protect themselves—e.g. concealed weapons for residents for personal safety
- Training and reviewing policy on use of force/reprimand officers for unacceptable conflict
- Change Department culture from aggressive to respectful

- Willing to allocate funding for past programs that work
- Returning to peace officers (rather than law enforcement officers)
- Release PD training to public re: handling confrontational situations (e.g. mental health Community)
- Increase awareness of PD Citizens Academy and Youth Academy
- Restoring San Jose as Safest Big City

**Question/Comment #2: What experience and track record should the new Police Chief have?**

- Experience in area of youth/gang violence and truancy education
- Mutual respect for Communities based on the truth, regardless of amount of population or geographic area
- Respecting, developing good relationships with various ethnic groups/people of color/lower socioeconomic groups. Input from groups on what they can do—need to be in process.
- Inclusiveness helps make these groups stronger
- Cultural sensitivity/awareness
- What is the most recent training up to date? Need exposure to latest training. Psychologist should providing training to Police Officers
- Training on mental health issues, non-lethal ways of handling situations
- Experience working in a similar City to San Jose (diversity)
- Examine policies, procedures and cultural issues within the Department—what is expected?
- Inquire about if there is any instances of racial profiling in track record
- Proven track record that has been confirmed—bridge builder with Community and Youth
- Experience with strategies to combat drug sales
- From a City similar to San Jose
- Candidate from New York
- Street experience with Rank and File to gather respect
- Track record and experience in dealing with issues
- Understand cutting edge technology/innovation (Silicon Valley)
- Has homeland security credentials
- Strong family background

**Question/Comment #3: What are the most important skills and characteristics the new Police Chief should have?**

- Equitable, thoughtful, clear communication actions
- Fairness to all individuals
- Ability to be receptive with real Community policing/reactive policing. Community centers give positive presence
- Trust, it is a two way street
- Ability to do more with less, year to year— leveraging resources. Show fiscal responsibility
- Good attitude
- Adaptive to various generations (including youth), ethnic, socioeconomic—cultural competency
- Ability to prioritize issues, responsiveness
- Willingness to learn, train—shows/demonstrates a life long learner
- Ability to handle difficult/complex situations with appropriate action
- Ability to manage the Police Citizens Academy and providing updated training
- Lead by example/ Role Model from the Top→Down will boost morale. Set vision of strategic plans, “sell them”
- Ability to be creative/innovative
- PD Chief should be accessible, visible—go into Community and take the initiative
- Ability to early problem solve

- Has impartial judgment, is pragmatic and can conduct under pressure
- Ability to prioritize issues and allocate resources
- Ability to explain/articulate reasoning
- Having a “we” mentality. Work with Community groups—united together
- Ability to progressively and inclusively outreach to the Community (e.g. similar to the Office of Emergency Services)
- Honesty within the environment and situation they are facing
- Ability to admit mistakes/ take criticism without defensiveness

**Question/Comment #4: Is there anything else you would like the City to consider when selecting the new Police Chief?**

- Positive reviews from Civil Rights groups
- Candidates should not be restrictive to Chief positions in other Cities
- Promote within, this will create acceptance of Rank and File (insider vs. outsider)
- Evaluate qualities as a whole—holistic view
- Transparency with recruitment process, public should conduct background check, final three candidates should be public
- Need to include Civil Rights group in process, regardless if process remains closed
- Youth should be involved in 1:1 candidate interviews
- Include inclusive/diverse groups in providing input--not just focus on certain groups (e.g. civil rights groups)
- Bi-lingual is helpful, needed
- Ensure a process that is not influence, but still open
- Candidates should present their 90 day plan in interview process
- Should gauge attitude of PD Chief on issues
- Make PD Chief Recruitment process similar to latest IPA process (open)
- PD website needs improved consistency/maintenance
- Resident of San Jose—one of us, no City subsidized housing
- Change City Charter to give IPA more power

**Question/Comment #5: What are you willing to do or contribute to ensure the success of the new Police Chief?**

- Continue to be proactive, vote and support the PD Chief