

**San Jose
African-American
Municipal Employees Association
(AAMEA)**



To: Debra Figone, City Manager - City of San Jose
From: Stephanie Menzies, President
CC: Walter Wilson, Black Leadership Kitchen Cabinet
Subject: Police Chief Recruitment
Date: October 25, 2010

The San Jose African American Municipal Employees Association (AAMEA) is pleased to provide input regarding the preliminary recruitment framework to be used as part of the City Manager's process for hiring a Police Chief for the City of San Jose. Our representation is citywide and we share a common vision that is to energize, educate and excel in promoting leadership within the City organization throughout all departments and the San Jose community.

Our mission is to offer African American employees a professional organization that empowers its members to reach their highest potential of leadership in the workplace and in the community and that has been evident through 18 years of service. Last year we did this through the promotion of book awards for college students and partnership with the Black Fire Fighter's in a citywide shoe drive for Haiti. In addition to educating the public with the Black History Month museum display in the City Hall Towers, we held round table discussion on Juneteenth and recognition events for member retirements and promotions. The core values of AAMEA are relationship, integrity, credibility, information; making contacts through networking, influence and support.

When our members were presented with the City Manager's four questions, we looked at the expectations of the Police Department to fulfill its commitment to the citizens of San Jose to promote public safety, prevent, suppress, and investigate crimes; provide emergency and non emergency service; create and maintain strong community partnerships; adapt a multidisciplinary approach to solving community problems; and develop and promote a diverse, professional workforce.

What we believe to be some of the most important key issues that should be considered in the hiring of the new police chief are:

1. San Jose is a safe place to live, work and play and we do not take "safety" for granted. San Jose is renowned as having one the nation's best public safety records of any large metropolitan area and is ethnically, socially and cultural diverse. But, should an unforeseen natural disaster or emergency arise how safe would our City be? The community's expectation upon dialing 9-1-1 is service delivery to ANY concern or request for help. How will the chief prepare to conduct services given current reduction in budget, elimination of programs and inability to backfill positions due to elimination of services and attrition?
2. What shall the new chief recommend regarding the non-use of the police sub station that has never gained occupancy? How would the New Chief better utilize this facility? Would the chief consider relocating the Police Administration Building (PAB) with Administration and Bureau of Field Operations to the South San Jose location? Concerns presently exist that the PAB is not earthquake retro-fitted, ADA accessible and the elevator needs repair.

What will the Chief propose for its civilian, sworn and the community for current and future use of the PAB facility?

3. Community concerns to "racial profiling" must be listened to and taken seriously. How will a new chief instill trust in youth and our community? especially when there are such concerns about tasers as it may excite the officer to an aggressive street policing style that research shows has led to racially disproportionate arrests and excessive use of force (SJ-Zuniga and Oak-Grant).
4. How will the Chief propose to ensure diversity in hiring and promotions within the department? How will the Chief promote mentoring of African American men and women to consider a career in law enforcement as new recruits?
5. What specific training will the new police chief recommend for officers and how will they work with non-profit agencies who are working to end homelessness in San Jose? The homeless population in San Jose is increasing. There are concerns regarding the treatment of homeless individuals by police officers. Specific concerns are police officers taking the belongings and carts of homeless individuals and discarding them; throwing away prescribed medications; harassing them in the parks; and citing them when it is obvious they need mental help, etc..

What experience and track record should the new Police Chief have?

While ideally we'd like to see an African American high ranking official promoted to Chief there were no candidates. The highest ranking African American is lieutenant. The experience and track record the new chief should have is one of diversity and equal opportunity.

There have not been any promotions of African American women in the last 4 years beyond sergeant. We encourage the City Manager's Office to make a meaningful commitment to recruit, educate, retain and help promote employee affinity groups such as SABLE (South Bay Association of Black Law Enforcement) Santa Clara County Black Fire Fighters Association (SCCBFFA) and African American Municipal Employees Association as these professional organizations also network within the City's structure and promote mentorship.

What are the most important skills and characteristics the new Police Chief should have?

Fair, open-minded, integrity, track record of equal opportunity in promotions and staff ideas rather than promotion of self; pride and loyalty to community – where they live, work, play.

Is there anything else you would like the City to consider when selecting the new Police Chief?

Consider promotion of green technology within the department as many service unit areas as possible. Seek out ways for record retention that promote green business in day to day operations. Become a leader in demonstrating current trends for going paperless as a police department worldwide.

AAMEA Networking for Public Service Leadership in the City of San Jose