

D 10 Leadership Group  
Councilmember Nancy Pyle  
Police Chief Recruitment Community Feedback  
Almaden Community Center  
October 21, 2010, 6:30-8:00pm

**Issues:**

- Mercury News coverage of police stops. Is it factually based on ethnicity?
- Will our input as a community group really be considered?
- Lack of clarity on who will actually select/hire the new Police Chief.
- Is there a search outside of the San Jose area? Is the City looking nationally/internationally for best candidate?
- With all these community meetings in the process, will this result in diminishing returns regarding public feedback?
- Need clarity on what community policing means.
- Our community is under the impression that the San Jose Police Department is currently understaffed for a City this size. How will the new Chief address this issue?
- Residents do not know who their local Police Officers are. The new Chief and his force will need to be more visible and connected to the areas they serve.

**Experience/Track Record:**

- Should come from a large city.
- Should be use to working successfully with a union workforce.
- Should have a track record of using analytical tools and fostering prevention strategies.
- Should lead by example and set the expectations.
- Should be an experienced administrator.
- Does not necessarily need an advanced degree—rather experience should be weighed more.

**Most important skills:**

- Analytical.
- Keeping visible to the community.
- Pro-active in crime prevention.
- Excellent communication skills.
- Able to use authority effectively and not afraid to make hard decisions.

**What are you willing to do?**

- Step forward and be engaged with the Chief and Police Officers.
- Work with the Chief in exploring new opportunities to go out into the community to work on public safety issues.
- Willing to serve on interview panels.
- Neighborhood associations can promote public safety programs.