

*Community Input Meeting Notes*  
For the Police Chief Recruitment  
Tully Branch Library, Community Room –  
Wednesday, August 25, 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 second Community Input Meeting for the Police Chief recruitment held on August 25 2010 at 7:00pm at the Tully Branch Library, 880 Tully Road, San Jose, CA 95111. 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 7:10 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?**

- Concern over employment contracts
- More aggressive and forceful in managing, policing, and the prosecution of gang activity
- Ability to mend relationships and build trust with certain communities, e.g. Vietnamese, Latino and economically disadvantaged
- Sensitivity with multi-cultural groups
- Internal candidate/able to manage large city
- Homeless, traffic, gangs, neighborhood associations--Police Chief to attend meetings
- Graffiti--important including blight
- Better allocation and coordination between bureaus--rotation policy is good, need more in investigation
- Skill managing within department and address above—key
- Lack of cultural competence, better training for cultural competency and awareness and mental illness
- PD v. Community--need to manage relationship and avoid stigma (uniqueness to each community)
- Secondary employment unit needs re-evaluation. Conflict of interest? Examine appropriately, e.g. bars, apartment complexes, shopping centers

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

- Experience working with other agencies, having a good track record

- PD Chief needs ability to defend staff's actions against critics. Example: Media writing negative articles. Profiling is needed when appropriate--PD Chief needs to address this.
- Leader to bridge diverse cultural groups and social groups
- Concern of limiting candidates--need a leader, best person for job
- Internal candidate from SJPD. Involved in community, approachable, has years of experience on beat patrol, worked through the ranks, knows area, resident of San Jose.
- Look for candidates across the board, not just focus on certain positions (e.g. Captains)
- Experience with community, community policing, managing budget
- Need leader--foresight, what's their philosophy, transparent
- PD Chief; not direct politician
- Background check—key
- Promote mediation
- Consider candidates outside law enforcement

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

- Different and multiple solutions to problems
- Experience with difficult situations--problem solving, managing, confronting. Skill sets with dealing with issues.
- Can admit to not knowing all the answers and let those assist and guide
- Benchmarking other cities to find answers
- Community Policing--being seen, available
- Ability to not be defensive or reactive, to learn from criticism
- Honesty, integrity
- Is culturally competent; able to interact effectively with different cultures; is open to learning about different cultures; skillful in bringing together different cultural groups.
- Has cultural awareness, knowledgeability and sensitivity while upholding the law.
- Be empowered to say no, certain things where there should be zero tolerance
- Works with community groups, out in the community, presence at meetings (e.g. SNI, festivals, churches, etc). Introduces his/herself.
- Seeing longer consistency of officers--less rotation
- Have a Chief that will add more substations to encourage community policing--connecting/building relationship
- Producing message to teens and young adults on consequences of breaking the law. PD is here to help.
- PD Chief should learn from socialist countries re: treating residents with respect
- Values--key. Need to match Community integrity, transparency, candid, inclusive.
- Ability to listen to diverse perspectives
- Approachable--Officers and Community can feel they have access, respect and feedback
- Delegate authority appropriately
- Thinking out of the box, open to ideas from other agencies
- Vietnamese Community-example of sensitivity to unique traditions and cultures
- Willingness to learn
- Respect division of opinion of Community
- Empathize, approachable
- Downsides to rotations need to be evaluated
- Informal forums, community meetings
- Deal with tight budget with creativity.
- Integrating community policing at local level
- Be innovative in managing poor performers
- Be flexible on method of patrol (e.g. Bikes v. Car, more experience with schools)
- Look at patrol procedures for Police Safety.

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

- Keep peace and administer justice. Knowing language is nice, but does not equal cultural competency.
- Maintain strong relationship and visibility with SNI Neighborhoods
- Use library as virtual policing center
- Looking at policy regarding Police safety to have 2 officers per car
- Evaluate disability rate and impact on service
- Keep what works
- Need more officers

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

- Need more officers
- Engaged, knows officers and community. Community members need to make the initiation too
- High schools to be involved in educating, role modeling on what it means to be a police officer
- Conduct due diligence in Candidates' background
- Following law important too--all residents bound by law
- Getting to know the officers