

Community Input Meeting Notes
For the Police Chief Recruitment
Willow Glen Community and Senior Center, Multipurpose Room –
Wednesday, October 20, 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 a District 9 and District 9 Community Input Meeting for the Police Chief recruitment held on October 20, 2010 at 7:00pm at the Willow Glen Community and Senior Center, 2175 Lincoln Avenue, San Jose, CA 95125. 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). Dr. Spano introduced the five questions and led a facilitated discussion on each of the questions. Ms. Figone was observing the group's dialogue.

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

- The Police Chief must have a plan and vision for succession planning.
- Accessibility to the community and within the Department—Police Chief must be visible.

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

- Past successes in working with multicultural populations/groups and in other Cities with similar demographics to San Jose.
 - o Has maintained a track record in communicating and reaching out to these populations.
- Experience in maintaining positive race relations.
- Track record in managing media relations.
- Proven track record of maintaining good relationships.
- Hands-on patrol experience (not just experience in a management position).

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

- Ability to be open-minded and educate the workforce and the Police Officer's Association.
- Good communication skills.
- Ability to accurately gauge and adapt one's past experiences with crime levels and geographics to San Jose's reality (e.g. Detroit vs. San Jose).
- Willingness to work within the framework of the Independent Police Auditor.
- Innovative and Creative.

- Utilizes current technology and is able to get buy-in from staff (e.g. crime stats, i-phone applications).
- Exercises fiscal responsibility.
- Ability to weigh issues, stand firm on decisions and hold courageous leadership.
 - o PD Chief should not be a “rubberstamper” to City Management and Politics.

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

- PD Chief should have the ability to maintain collaborative working relationships with other City Departments and regional law enforcement agencies.
- PD Chief must maintain strong communication regarding the laws/process on transparency.
 - o Explain the answer to “why can’t they tell us?”
 - o This issue needs to be addressed to inform the media (e.g. SJ Mercury News) to prevent the regarding the recent uproar regarding not releasing records.

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

- Hold more frequent meetings between Sr. Staff (or Chief) and Community members—this should be an expectation.