

Community Input Meeting Notes
For the Police Chief Recruitment
City Hall, Committee Rooms 118, 119, 120 –
Monday, August 30, 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 third Community Input Meeting for the Police Chief recruitment held on August 30, 2010 at 6:00pm in the City Hall Committee Rooms, 200 E. Santa Clara Street, San Jose, CA 95113. 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 Mark Danaj, the City's Director of Human Resources. Mr. Danaj gave a short presentation regarding the recruitment timeline and made himself 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 Mr. Danaj 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?

- Skill, knowledge and ability to deal with high tech crime and ID theft
- Support establishment of Mayor's Gang Prevention Task Force (recognize/ support model)
- Outreach—improve relationship with education (working with schools/elementary schools)
- CCOC Visit, become familiar with campus
- Continue positive relationship/coordination with School District. Police Department, agency collaboration with campuses
- How the City's growth and the impact of staff reduction has impacted traffic, gang activity, etc.
- Continue Community Policing
- Prior to hiring the new Police Chief, San Jose needs framework for Community Policing in San Jose. Community policing lowers crime rate. Need to view Community Policing as a recourse/cost saving measure. Community Policing is not just focused on the Chief, it's from the top/down to bottom up
- Willingness to purge abusive officers from the force (list in Merc)
- More sensitivity with the mentally disabled/mentally ill community, need CIT training for officers
- PD has a bias on renters vs. property owners
- Abuse of innocent citizens
- PD Chief should hold small meetings to go over issues and concerns
- Complaints--community relations. Acting on information. Follow up
- PD Chief should join the IPA at her meetings
- Outreach to everyone in San Jose—e.g. South San Jose, vulnerable communities
- Invite groups (e.g. Debug, Copwatch, Homeless Shelters, etc) to IPA meetings
- Continue commitment to end Domestic Violence, children who witness Domestic Violence. Identifying/locating services to victims
- Supporting officers to speak multi-languages, promoting culturally competency. This would avoid much misunderstanding (close gap)

- Cooperation with schools to coordinate safety of children. Preventing gang activity, traffic issues—driving around neighborhoods
- Mediation should be expanded beyond complaints
- Concern that appearances (poverty) make officers treat individuals differently, especially in this economy. PD should treat all residents fairly regardless of class/race/ethnicity
- Using technology to expand the Police Department. Encourages people to get involved, report crime, etc.
- Maintain constructive relationship between PD Chief and IPA. Not assuming that the IPA is the enemy
- Develop a tracking system for the community input and providing follow up
- Transparency with police reports and other documents
- Maintain San Jose as Safest Big City
- Giving space between the Police Department and Community

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

- PD Chief should come from a diverse community and have a track record of success in promoting diversity
- Has experience with developing a Community Policing program
- Track record in dealing with a \$300M budget (similar to SJPD)
- Has experience in a similar City of San Jose (population/budget)
- Experience/track record with rank and file in building relationships and bridging the gap. Setting tone, trying new ideas.
- Look at track record in other cities (stand up and not go along)
- Candidate from outside of San Jose to clean
- Track record of opportunities to bring in Sunshine/Open Government
- Look at relationships with other agencies
- Understand the importance/privilege of being a public servant, respect of power

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

- Leveraging and balancing resources, develop new resources.
- Balancing managerial skills (budget/admin) with working/managing beat officers
- New ideas—take us beyond where we are now, not to clean up what we have. Need creativity in doing this
- Balance of power of implementing laws and the ability to be knowledgeable on the effect of that power (e.g. intimidation), ability to execute power with good judgment
- Experience working with Unions
- Willingness to challenge the Police Officer's Association when appropriate
- Determination to challenge hurdles (e.g. ability to look into PD Officer Personnel files, ability to stand up to City Councilmembers)
- Ability to think on feet quickly. Utilize those returning from military service
- Innovation/thinking creatively
- PD Chief needs objectiveness, efficiency and honesty
- Has ability to look critically at processes and operations. Don't blow off community
- Flexibility and open mind in changing the way the department works and does certain things
- Ability to question if there is a different way to achieve things
- Use discretion in reacting to situations
- Ability to do the right thing regardless of popularity (e.g. protecting officers)

Police Chief Recruitment: Community Input Meeting Notes

City Hall Committee Rooms 118, 119, 120 –Monday, August 30, 2010

- Leadership within the ranks, serves as a strong role model
- Sensitivity to immigrant issues
- Push back on code of silence with officers
- Creative working around minor infractions
- Needs to react to criticism, listening to criticism (where it is originating from). No silence.
- Being supportive (providing oversight and accountability) while being able to give “tough love”—critical
- Courage and self reflection
- Manage situations appropriately

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

- PD Chief should have a PR individual to talk/communicate on behalf of the department
- The top 3-5 candidates should include a female—to step forward and make a statement
- New PD Chief needs to be part of budget process
- PD Chief Candidates should be screened by the public. Public interest outweighs privacy concerns. Public should have the ability to interview, research, etc.
- SJSU Student from Vietnam, look at videotape to get opinion (cultural sensitivity). Look at CIT training
- Interrogation policy needs to be looked at
- Address moonlighting issue
- Needs to have tough skin to deal with issues
- Person that is looking for a long career/ commitment to San Jose
- Make PD Chief as a direct report to City Council (through ballot initiative)
- Allocating public safety budget dollars appropriately in context of the City as a whole
- Ability to not rubberstamp
- No assumption that the person (candidates) are Caucasian
- Look at the past of hiring SJ Police Chiefs

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

- Work with various community groups/311—give hand to officers to help solve crime. Officers outside their cars (community policing)
- Neighbors reporting crime
- Downtown Advisory Committee is willing to help the downtown core
- Best interest in giving new PD Chief the benefit of the doubt for working with the community
- Law abiding citizens—need more support with neighborhood watch groups, schools, mobile park homes, pockets of communities