

Police Chief Recruitment Themes from Department Workforce

Themes from Questions 1, 2 & 3

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

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

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

1. Address Low Morale
2. Address Staffing and Budget Reductions/Use Technology
3. Stand Up for the Department
4. Work Experience at all Levels of Policing
5. Visionary Leadership
6. Good Communication Skills
7. Visible and Present within the Organization
8. Integrity and Honesty
9. Review Promotion Process & Criteria
10. Experience with Policing Issues and Environment Similar to San José

Themes from Questions 4 & 6:

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

What else would you like the City to know that is not captured in the above questions?

1. Base Selection on Experience and Skills
2. Consider both Internal and External Candidates

Themes from Question 5:

What are you willing to do or contribute to help the new Police Chief?

1. Will Provide Support and Insight
2. Will Continue to Serve San Jose
3. Will Follow the Vision of the New Police Chief